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# WORKING CONDITIONS IN CANADIAN INDUSTRY



1959

ECONOMICS AND RESEARCH BRANCH,  
DEPARTMENT OF LABOUR, CANADA





# WORKING CONDITIONS IN CANADIAN INDUSTRY, 1959

## WORKING CONDITIONS IN CANADIAN INDUSTRY, 1959

### Errata

On page 44, Table 7 items 1, 2 and 3 of the stub should read as follows:

- 1 Under 40 hours
- 2 40 hours
- 3 Over 40 hours

Hon. Michael Starr  
Minister

A.H. Brown  
Deputy Minister

[Ottawa, Queen's Printer, 1960]

WORKING CONDITIONS

IN

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## FOREWORD

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*This report draws together in tabular form information on working conditions of employees in most Canadian industries. The information presented is secured from the Survey of Working Conditions conducted in the spring of each year by the Economics and Research Branch of the Department of Labour.*

*These surveys secure information on conditions of employment in manufacturing, mining, public utilities, transportation and communication, trade, finance and service. Employers in these industrial groups are asked to report on the practice in their establishments regarding standard hours of work, vacations with pay, statutory holidays, overtime provisions, pension and group hospital-medical plans, and other conditions of employment.*

*The report was prepared by the Working Conditions and Social Analysis Section of the Economics and Research Branch, Department of Labour. Much of the credit for its production must be given to approximately 20,000 employers who co-operated in completing the survey questionnaire. To them we express our appreciation.*

W. R. Dymond,  
Director,  
Economics and Research Branch,  
Department of Labour.





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## TECHNICAL NOTES

1. The term "working conditions", as used in the present survey, designates those conditions of employment other than wages or salaries which enter into the contracts, formal or informal, between workers and their employers. It does not refer to the physical conditions of the work place, such as ventilation, light, heat, work space or sanitation. The survey does not attempt to cover all items of working conditions each year. Those items such as hours of work, paid statutory holidays, and vacations, which together with rates of remuneration are important aspects of a worker's take home earnings, are dealt with each year; other items are dealt with less frequently.

### Coverage and Scope of Survey:

2. The survey of working conditions is conducted by means of a mailed questionnaire. In the years 1953 to 1959, this questionnaire has been sent out as of April 1.

3. The mailing list upon which the 1959 survey was based was enlarged from approximately 14,000 establishments, covered in previous years, to approximately 20,000 establishments. The object of this enlargement was to bring the mailing list up-to-date in those industries previously covered, as well as to make provision for the collection of information in regard to certain industrial or commercial groups which had not previously been canvassed.

4. In most cases, the information collected from such industrial or commercial groups is published in the present report, the exceptions being those groups in which coverage and/or response has been inadequate for publication purposes.

5. To facilitate comparisons of working conditions with years prior to 1959 on the basis of similar establishment coverage, special tabulations have been prepared for establishments which were contained in the mailing list prior to its enlargement. The results of these tabulations appear in Column B of the various tables. Tabulations based on the enlarged mailing list appear in Column A. In 1960 and future years only statistics based on the expanded mailing list will be published.

6. On subjects which were surveyed for the first time in 1959, compilations have been made on the basis of the enlarged mailing list only.

7. In past years, the Working Conditions Survey was designed to cover a universe of establishments having fifteen or more employees. In fact, where the size of an establishment fell below 15 employees, it was usually retained in the expectation that its size would increase again. In the course of time a considerable accumulation of these small establishments resulted, and it was decided that in the processing of the data for 1959 and future years they will be eliminated. Such small establishments have not been included in the compilations given in Column A of the various tables. However, in order to provide a basis of comparison of 1959 data with that for previous years those smaller establishments, which have been included in earlier years, have again been included in the compilations given in Column B of the various tables.

### Concepts and Definitions:

8. Employers are asked to submit reports for each of their "establishments". By "establishment" is meant an operating unit having an independent existence in the sense that it contains within itself all of the elements needed for the activities carried on. Thus, the establishment is, typically, a factory, mine, store or similar unit; while in most cases it is a separate firm, it should be noted that the term "establishment" is not necessarily synonymous with "firm" or "company". In some cases it is necessary for an employer to group information for two or more of his operating units on one survey return; in other cases it is necessary to complete separate returns for individual departments of his undertaking, although each may not be a separate entity in the usually accepted sense. For the sake of uniformity, therefore, the term "reporting unit" is used throughout this report.

9. Reporting units are classified on the basis of the industrial descriptions contained in the Standard Industrial Classification Manual of the Dominion Bureau of Statistics. Since some firms manufacture a variety of products or provide services of different kinds, there are cases where certain of the establishments of such firms are placed in different industrial classifications. Each reporting unit is requested to indicate on the questionnaire its specific activity or activities in order of importance by value of product or service. The whole unit is then classified according to the activity listed first.

10. For most subjects on the questionnaire, employers participating in the survey are asked to report separately for non-office and office workers. The term "non-office" is meant to include production, maintenance, technical and custodial workers. Non-office employees in manufacturing are referred to as "plant" workers. Clerical, administrative and professional workers are classed as office workers. In a few industries the division of employees differs somewhat. In retail trade, for instance, the groups are "sales", "office" and "other" employees, and in certain of the transportation groups, employers are asked to report separately for "operating", "office" and "other". Operating employees include drivers, crews, etc., while terminal employees, maintenance workers, warehousemen, etc., are classified under "other".

#### **Compilation Procedure:**

11. Returns are edited for errors and inconsistencies; the replies which they contain are then punched on mechanical tabulation cards. Information in regard to the various items is classified by industry and/or geographic area.

12. Prior to 1959, the information obtained from returns and transferred by punching to mechanical tabulation cards was compiled by means of mechanical data processing machines. The 1959 tabulations have been compiled through the use of an IBM 650 electronic computer. It is expected that this method of compilation will ultimately result in a substantial reduction of the time required to compile data, and hence enable publication of survey data at a considerably earlier date.

13. The setting up of the new compilation system ("programming") and difficulties in procuring electronic computer time has resulted in considerable delay in the present survey, but it is expected that these difficulties will not recur. The main advantage expected from the electronic computer method of compilation as compared with previous methods is that it will be possible to undertake more varied tabulations with the data. It is anticipated that a large number of refinements in the interpretation of data will be made possible through the use of the electronic computer.

#### **Tabular Presentation:**

14. The statistics in the tables in this report are, for the most part, in the form of frequency distributions of employees according to the conditions reported by the reporting units in which they are employed. Exceptions to the distributions of employees noted above are (1) the distributions of reporting units given in Tables 1 and 2 and (2) the percentages of reporting units which have collective agreements given in each of the tables.

15. The data relating to collective agreements, presented for the first time in this series, refer to collective agreements with organizations coming within the scope of the directory section of the 1959 edition of "Labour Organizations in Canada".

16. Tables 1 and 2 give information for 1958 and 1959 whereas the remaining tables deal with 1959 only.

17. Employers who respond to the survey questionnaire, are requested to report on working conditions as these apply to the majority of their employees, in each of the classes enumerated above. For this reason it cannot be deduced, for instance, from Table 1 that 66 per cent of the non-office employees in manufacturing in Canada as covered by the 1959 (complete mailing list) survey, work a standard schedule of 40 hours per week. It could be said however, that 66 per cent of the non-office employees are in establishments in which the 40 hour week is the standard schedule for the majority of non-office employees. Similarly, in Table 1, 66 per cent of the total are in plants reporting pension plans for non-office employees; this does not necessarily mean that this percentage of employees is covered by such plans.

18. For manufacturing, the largest industrial group covered by the survey, distributions are given for both non-office and office employees by province and by its major groups. An additional industrial distribution of the figures for non-office employees is given in Table 5. In this table, the columns with italicized headings contain information for selected smaller sub-divisions of manufacturing. These sub-divisions are shown immediately to the right of the major group of which they form a part.



**Confidential Nature of Survey:**

19. Information received by the Department of Labour from respondents to the Survey of Working Conditions is given on a confidential basis, and is used only for the compilation of statistical totals; care is exercised to avoid revealing the identity of any individual respondent. More detailed distributions of the information contained in the report, as well as information on industries not shown herein, may be available on request, subject to the limitations required to protect the confidential replies of participating employers.

**Table 1. - MANUFACTURING - Canada - Plant Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-)

	Reporting Units			Plant Employees		
	1959		1958	1959		1958
	A	B		A	B	
	%	%	%	%	%	%
<b>Standard Work Week</b>						
Under 40 hours .....	5	5	4	4	4	3
40 hours .....	49	50	48	66	68	67
Over 40 hours and under 44 .....	9	9	8	9	9	9
44 hours .....	10	10	10	5	4	4
45 hours .....	10	10	10	8	7	8
Over 45 hours and under 48 .....	3	3	3	1	1	2
48 hours .....	7	7	8	4	4	4
Over 48 hours .....	7	6	7	3	3	3
On a 5-day week .....	77	77	75	89	90	88
<b>Vacations With Pay</b>						
Two weeks .....	85	90	86	94	96	95
After: 1 year .....	30	31	29	23	23	23
2 years .....	16	17	15	14	14	14
3 years .....	16	18	17	28	29	28
5 years .....	19	20	21	26	27	28
Other periods .....	4	4	4	3	3	2
Three weeks .....	44	52	47	71	76	73
After: Less than 10 years .....	5	6	4	5	5	4
10 years .....	7	8	6	8	9	8
11 - 14 years .....	2	2	2	4	5	3
15 years .....	24	29	27	47	50	50
20 years .....	3	4	5	3	3	4
Other periods .....	3	3	3	4	4	4
Four Weeks .....	10	12	7	26	28	15
After: 25 years .....	7	9	5	22	24	11
Other periods .....	3	3	2	4	4	4
<b>Paid Statutory Holidays</b> .....	89	92	89	95	97	97
1 - 5 days .....	13	11	12	10	9	10
6 days .....	8	7	7	7	7	6
7 days .....	11	10	10	9	9	11
8 days .....	40	44	43	52	54	52
9 days .....	13	15	13	14	15	15
More than 9 days .....	4	5	4	3	3	3
None or not specified .....	11	8	11	5	3	3
<b>Practice When Holiday Falls -</b>						
on a Saturday:						
Working day off .....	30	30		29	29	
Extra day's pay .....	14	15		25	26	
No recompense .....	29	30		29	29	
Not specified .....	27	25		17	16	
on a Sunday:						
Working day off .....	41	43		44	45	
Extra day's pay .....	15	16		22	24	
No recompense .....	26	26		24	23	
Not specified .....	18	15		10	8	



**Table 1. – MANUFACTURING – Canada – Plant Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (–)

	Reporting Units			Plant Employees		
	1959		1958	1959		1958
	A	B		A	B	
	%	%	%	%	%	%
<b>Pension Plans</b>						
Have plans .....	40	47	43	67	72	69
Employer makes contribution .....	39	45	39	66	71	63
No contribution or unspecified .....	1	2	4	1	1	6
No plan .....	43	39	31	24	21	21
Not specified .....	17	14	26	9	7	10
<b>Group Life Insurance</b>						
Have plans .....	71	78	74	88	91	90
Employer makes contribution .....	67	73	66	84	75	79
No contribution or not specified .....	4	5	8	4	16	11
No plan .....	20	16	10	8	6	5
Not specified .....	9	6	16	4	3	5
<b>Cash Compensation for Wage Loss due to Illness</b>						
Have plans .....	58	64	61	75	78	82
Employer makes contribution .....	54	58	52	69	71	70
No contribution or not specified .....	4	6	9	6	7	12
No plan .....	28	25	16	19	17	9
Not specified .....	14	11	23	6	5	9
<b>Paid Sick Leave</b>						
Have paid sick leave .....	36			30		
(a) as a stated condition of employment ....	10			14		
(b) at management discretion .....	28			18		
No sick leave .....	60			66		
Not specified .....	4			4		
<b>Shift Policy</b>						
Work regularly on a shift basis .....	32			64		
Do not work regularly on a shift basis .....	65			34		
Not specified .....	3			2		
Shift differentials paid .....	26			59		
<b>Collective Agreements</b>						
Percentage of reporting units having agreements	47	—	—	—	—	—
Percentage of employees covered by agreements	—	—	—	67	—	—
	No.	No.	No.	No.	No.	No.
<b>Survey Coverage .....</b>	7,902	5,882	6,240	819,401	739,120	758,424

**Table 2. — MANUFACTURING — Canada — Office Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—)

	Reporting Units			Office Employees		
	1959		1958	1959		1958
	A	B		A	B	
	%	%	%	%	%	%
<b>Standard Work Week</b>						
Under 37½ hours .....	29	30	29	27	27	26
37½ hours .....	22	24	22	42	43	41
Over 37½ hours and under 40 .....	6	7	8	9	10	10
40 hours .....	26	23	22	18	17	19
Over 40 hours and under 44 .....	4	4	4	2	2	2
44 hours .....	6	6	7	2	1	1
Over 44 hours .....	7	6	6	—	—	1
On a 5-day week .....	81	80	75	95	95	93
<b>Vacations With Pay</b>						
Two weeks .....	92	95	90	98	99	99
After: 1 year .....	66	71	67	89	91	89
2 years .....	15	15	14	6	5	6
3 years .....	4	3	3	2	2	1
5 years .....	5	4	4	1	1	2
Other periods .....	2	2	2	—	—	1
Three weeks .....	44	51	44	82	85	82
After: Less than 10 years .....	6	7	5	6	6	5
10 years .....	8	9	7	17	18	16
11 to 14 years .....	2	2	1	6	6	4
15 years .....	23	27	25	49	51	52
20 years .....	3	3	3	2	2	3
Other periods .....	2	3	3	2	2	2
Four weeks .....	11	14	8	32	34	20
After: 25 years .....	8	11	6	25	26	14
Other periods .....	3	3	2	7	8	6
<b>Paid Statutory Holidays</b> .....	93	95	89	99	99	98
1 — 5 .....	8	5	5	2	2	2
6 .....	6	5	5	3	2	2
7 .....	11	10	10	8	8	9
8 .....	45	48	45	58	59	58
9 .....	16	19	17	23	23	22
More than 9 .....	7	8	7	5	5	5
None or not specified .....	7	5	11	1	1	2
<b>Practice When Holiday Falls —</b>						
on a Saturday:						
Working day off .....	33	32		39	38	
Extra day's pay .....	4	4		3	3	
No recompense .....	40	41		48	49	
Not specified .....	23	23		10	10	
on a Sunday:						
Working day off .....	44	46		53	54	
Extra day's pay .....	5	4		3	3	
No recompense .....	35	35		37	37	
Not specified .....	16	15		7	6	



**Table 2. — MANUFACTURING — Canada — Office Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—)

	Reporting Units			Office Employees		
	1959		1958	1959		1958
	A	B		A	B	
	%	%	%	%	%	%
<b>Pension Plans</b>						
Have plans .....	43	51	45	82	85	83
Employer makes contribution .....	42	49	41	81	83	74
No contribution or unspecified .....	1	2	4	1	2	9
No plan .....	38	33	27	13	11	11
Not specified .....	19	16	28	5	4	6
<b>Group Life Insurance</b>						
Have plans .....	72	78	72	93	95	94
Employer makes contribution .....	68	74	65	90	91	82
No contribution or not specified .....	4	4	7	3	4	12
No plan .....	18	14	10	4	3	3
Not specified .....	10	8	18	3	2	3
<b>Cash Compensation for Wage Loss due to Illness</b>						
Have plans .....	48	51	49	54	53	63
Employer makes contribution .....	44	47	41	49	48	53
No contribution or not specified .....	4	4	8	5	5	10
No plan .....	35	34	24	37	39	26
Not specified .....	17	15	27	9	8	11
<b>Paid Sick Leave</b>						
Have paid sick leave .....	89			95		
(a) as a stated condition of employment .....	33			45		
(b) at management discretion .....	64			59		
No sick leave .....	9			3		
Not specified .....	2			2		
<b>Collective Agreements</b>						
Percentage of reporting units having agreements	4			—		
Percentage of employees covered by agreements	—			8		
	No.	No.	No.	No.	No.	No.
<b>Survey Coverage .....</b>	7,658	5,748	6,240	229,233	213,275	226,973

**Table 3. - MANUFACTURING - By Province - Plant Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-)

		Nfld.		P.E.I.		N.S.		N.B.	
No.		A	B	A	B	A	B	A	B
		%	%	%	%	%	%	%	%
<b>Standard Hours Per Week</b>									
1	Under 40 hours.....	—	—	—	—	2	1	—	—
2	40 hours .....	45	48	45	50	65	69	48	51
3	Over 40 hours .....	55	52	55	50	33	30	52	49
4	On a 5-day week.....	68	71	52	50	71	74	53	55
<b>Vacations With Pay</b>									
5	Two weeks .....	83	86	93	90	88	90	81	84
6	After less than 3 years .....	36	35	66	60	32	31	26	27
7	3 years .....	4	3	27	30	30	32	11	12
8	More than 3 years .....	43	48	—	—	26	27	44	45
9	Three weeks .....	44	50	27	30	49	52	41	43
10	After less than 15 years .....	—	—	—	—	4	4	3	4
11	15 years .....	43	49	27	30	38	41	32	33
12	More than 15 years .....	1	1	—	—	7	7	6	6
13	Four weeks .....	40	45	27	30	7	7	30	32
14	After 25 years .....	40	45	27	30	2	1	28	30
15	Other.....	—	—	—	—	5	6	2	2
<b>Paid Statutory Holidays</b>									
16	1 - 7 .....	59	58	23	22	38	37	53	55
17	8 .....	5	5	52	52	44	46	26	27
18	9 .....	9	10	3	3	6	6	6	6
19	More than 9 .....	5	5	2	—	3	3	2	2
20	None or not specified .....	22	22	20	23	9	8	13	10
<b>Practice When Holiday Falls -</b>									
<b>on a Saturday:</b>									
21	Working day off .....	10	10	26	30	24	25	9	10
22	Extra day's pay .....	10	8	19	21	7	7	12	12
23	No recompense .....	5	3	15	9	24	25	25	27
24	Not specified.....	75	79	40	40	45	43	54	51
<b>on a Sunday:</b>									
25	Working day off .....	61	65	30	31	32	33	50	52
26	Extra day's pay .....	6	4	9	10	11	11	6	6
27	No recompense.....	8	5	33	30	24	23	18	19
28	Not specified .....	25	26	28	29	33	33	26	23
<b>Pension Plans</b>									
29	Have plan.....	45	51	42	47	55	58	54	58
30	Employer makes contribution .....	45	51	42	47	55	58	52	55
31	No contribution or unspecified .....	—	—	—	—	—	—	2	3
32	No plan.....	43	40	36	29	26	23	37	36
33	Not specified .....	12	9	22	24	19	19	9	6



**Table 3. — MANUFACTURING — By Province — Plant Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—)

Que.		Ont.		Man.		Sask.		Alta.		B.C.		No.
A	B	A	B	A	B	A	B	A	B	A	B	
%	%	%	%	%	%	%	%	%	%	%	%	
3	2	3	4	4	5	5	7	3	3	4	5	1
55	58	71	73	68	69	65	68	69	70	86	86	2
42	40	26	23	28	26	30	25	28	27	10	9	3
85	87	94	95	80	81	78	82	76	77	96	97	4
90	94	95	97	99	99	98	98	99	100	99	99	5
29	29	28	27	57	58	97	97	99	100	95	95	6
22	25	37	40	39	39	1	1	—	—	1	1	7
39	40	30	30	3	2	—	—	—	—	3	3	8
62	69	78	83	62	63	97	97	64	69	81	86	9
12	13	15	15	19	18	95	95	19	21	61	64	10
40	45	57	61	37	39	2	2	44	47	20	21	11
10	11	6	7	6	6	—	—	1	1	—	1	12
25	28	29	32	15	16	26	29	29	32	11	12	13
19	22	26	29	9	10	14	16	22	25	8	9	14
6	6	3	3	6	6	12	13	7	7	3	3	15
45	43	15	14	20	20	4	3	13	11	13	14	16
31	35	70	72	38	39	52	47	40	40	41	42	17
11	12	11	11	18	18	40	46	36	39	41	41	18
6	6	1	1	21	21	3	3	7	8	1	1	19
7	4	3	2	3	2	1	1	4	2	4	2	20
21	22	34	33	25	25	33	35	25	23	43	44	21
24	25	28	30	16	16	28	31	30	33	19	20	22
33	33	28	28	37	37	17	13	23	23	25	25	23
22	20	10	9	22	22	22	21	22	21	13	11	24
37	40	46	46	46	46	50	52	42	40	60	62	25
23	24	25	26	15	15	25	27	33	36	14	14	26
26	25	23	23	32	33	14	11	18	19	18	18	27
14	11	6	5	7	6	11	11	7	5	8	6	28
61	67	75	79	56	58	66	73	67	73	60	65	29
59	65	73	77	55	57	65	72	66	72	59	64	30
2	2	2	2	1	1	1	1	1	1	1	1	31
28	25	20	17	33	32	21	14	24	19	29	26	32
11	8	5	4	11	10	13	13	9	8	11	9	33

**Table 3. — MANUFACTURING — By Province — Plant Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—)

		Nfld.		P.E.I.		N.S.		N.B.	
No.		A	B	A	B	A	B	A	B
	<b>Group Life Insurance Plans</b>	%	%	%	%	%	%	%	%
34	Have plan .....	66	71	90	93	89	90	80	82
35	Employer makes contribution .....	65	70	54	53	69	69	77	80
36	No contribution or unspecified .....	1	1	36	40	20	21	3	2
37	No plan .....	29	27	10	7	6	5	12	11
38	Not specified .....	5	2	—	—	5	5	8	7
	<b>Cash Compensation for Wage Loss due to Illness</b>								
39	Have plan .....	61	64	68	69	77	78	55	58
40	Employer makes contribution .....	59	62	68	69	75	77	45	47
41	No contribution or unspecified .....	2	2	—	—	2	1	10	11
42	No plan .....	29	28	10	7	16	15	31	30
43	Not specified .....	10	8	22	24	7	7	14	12
	<b>Paid Sick Leave</b>								
44	Have paid sick leave .....	63		43		32		67	
45	(a) as stated condition of employment ....	49		3		10		28	
46	(b) at management discretion.....	15		40		22		40	
47	Have no sick leave .....	33		57		66		28	
48	Not specified .....	4		—		2		5	
	<b>Shift Policy</b>								
49	Work regularly on a shift basis .....	55		—		61		49	
50	Do not work regularly on a shift basis .....	42		79		38		46	
51	Not specified .....	3		21		1		5	
52	Shift differentials paid .....	43		—		52		43	
53	Shift differentials not paid .....	11		—		7		5	
54	Not specified .....	1		—		2		1	
	<b>Collective Agreements</b>								
55	Percentage of reporting units having agreements .....	53		42		36		30	
56	Percentage of employees covered by agreements .....	67		39		68		47	
		No.	No.	No.	No.	No.	No.	No.	No.
	<b>Survey Coverage</b>								
57	Reporting units .....	57	16	12	10	213	195	143	126
58	Non-office employees .....	5,586	4,926	571	512	18,728	17,584	11,981	11,254



**Table 3. — MANUFACTURING — By Province — Plant Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—)

Que.		Ont.		Man.		Sask.		Alta.		B.C.		No.
A	B	A	B	A	B	A	B	A	B	A	B	
%	%	%	%	%	%	%	%	%	%	%	%	
84	89	92	94	75	77	92	95	91	91	84	87	34
80	85	89	91	70	73	89	92	84	83	81	85	35
4	4	3	3	5	4	3	3	7	8	3	2	36
11	8	6	4	17	15	4	2	6	6	12	10	37
5	3	2	2	8	8	4	3	3	3	4	3	38
68	71	81	84	66	68	75	77	72	72	75	79	39
61	64	75	77	61	62	69	70	68	67	71	74	40
7	7	6	7	5	6	6	7	4	5	4	5	41
25	23	14	13	25	23	19	18	19	19	18	15	42
7	6	5	3	9	9	6	5	9	9	7	6	43
32		28		34		47		39		24		44
16		13		12		28		20		7		45
17		18		22		19		20		17		46
64		68		63		48		56		73		47
4		4		3		5		5		3		48
60		67		49		55		52		75		49
38		31		50		43		45		23		50
2		2		1		2		3		2		51
56		63		43		50		43		71		52
3		2		6		5		8		3		53
1		2		—		—		1		1		54
41		46		50		45		48		75		55
63		68		59		61		61		84		56
No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	
2,298	1,500	3,573	2,624	389	379	178	158	326	281	710	561	57
260,933	228,510	404,024	368,767	25,449	24,468	7,807	6,353	21,905	19,469	62,330	56,715	58

**Table 4. — MANUFACTURING — By Province — Office Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—)

No.		Newfoundland		Prince Edward Island		Nova Scotia		New Brunswick	
		A	B	A	B	A	B	A	B
		%	%	%	%	%	%	%	%
	<b>Standard Hours Per Week</b>								
1	Under 37½ hours.....	40	42	5	6	59	59	29	31
2	37½ hours .....	35	37	—	—	12	11	22	22
3	Over 37½ hours .....	25	21	95	94	29	30	49	47
4	On a 5-day week .....	89	91	56	58	77	78	65	66
	<b>Vacations With Pay</b>								
5	Two weeks .....	98	99	98	98	98	98	98	99
6	After less than 3 years.....	97	98	98	98	91	91	97	97
7	3 years.....	—	—	—	—	—	—	—	—
8	More than 3 years.....	1	1	—	—	7	7	1	2
9	Three weeks .....	71	73	36	38	55	57	51	52
10	After less than 15 years .....	3	2	—	—	11	11	6	5
11	15 years.....	67	70	36	38	38	39	38	40
12	More than 15 years.....	1	1	—	—	6	7	7	7
13	Four weeks .....	58	60	36	38	17	18	38	40
14	After 25 years .....	58	60	36	38	8	9	34	36
15	Other .....	—	—	—	—	9	9	4	4
	<b>Paid Statutory Holidays</b>								
16	1 — 7 .....	72	72	8	5	18	18	43	43
17	8 .....	9	10	87	91	66	68	38	38
18	9 .....	2	2	1	1	9	8	15	15
19	More than 9 .....	13	13	1	—	3	3	1	1
20	None or not specified .....	4	3	3	3	4	3	3	3
	<b>Practice when holiday falls</b>								
	<b>on a Saturday:</b>								
21	Working day off .....	64	67	41	44	13	12	22	23
22	Extra day's pay .....	2	2	13	14	7	8	1	—
23	No recompense .....	15	14	11	10	54	55	37	38
24	Not specified .....	19	17	35	32	26	25	40	39
	<b>on a Sunday:</b>								
25	Working day off .....	82	82	44	44	25	24	49	50
26	Extra day's pay .....	1	1	—	—	8	8	2	—
27	No recompense, .....	7	6	54	56	51	52	29	29
28	Not specified .....	10	11	2	—	16	16	20	21
	<b>Pension Plans</b>								
29	Have plan .....	70	72	46	49	66	67	65	67
30	Employer makes contribution .....	70	72	46	49	65	66	59	61
31	No contribution or unspecified .....	—	—	—	—	1	1	6	6
32	No plan .....	18	18	40	36	15	14	17	16
33	Not specified .....	12	10	14	15	19	19	18	17



**Table 4. — MANUFACTURING — By Province — Office Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—)

Quebec		Ontario		Manitoba		Saskatchewan		Alberta		British Columbia		No.
A	B	A	B	A	B	A	B	A	B	A	B	
%	%	%	%	%	%	%	%	%	%	%	%	
30	30	26	26	19	20	18	19	17	19	15	15	1
42	44	44	44	34	33	24	26	29	32	48	51	2
28	26	30	30	47	47	58	55	54	49	37	34	3
92	93	98	98	86	85	84	87	88	88	96	97	4
98	99	98	99	100	100	98	99	99	100	98	98	5
93	95	95	96	95	95	98	99	99	100	98	98	6
2	1	2	2	5	5	—	—	—	—	—	—	7
3	3	1	1	—	—	—	—	—	—	—	—	8
80	83	85	88	73	73	97	99	67	73	86	88	9
22	22	29	30	18	17	96	97	25	27	63	64	10
53	56	52	54	45	45	1	2	41	45	22	23	11
5	5	4	4	10	11	—	—	1	1	1	1	12
37	39	31	33	15	15	31	32	35	38	20	20	13
26	28	26	28	11	11	18	20	26	29	14	15	14
11	11	5	5	4	4	13	12	9	9	6	5	15
27	26	5	5	10	9	5	5	8	4	3	3	16
46	48	74	73	18	18	51	47	31	32	15	16	17
17	17	19	20	19	19	39	43	48	51	80	80	18
8	8	1	1	51	52	4	4	12	12	1	—	19
2	1	1	1	2	2	1	1	1	1	1	1	20
33	33	43	42	32	32	36	37	38	35	38	38	21
2	2	4	4	9	10	7	8	3	3	1	1	22
52	52	47	48	45	44	35	37	40	42	50	51	23
13	13	6	6	14	14	22	18	19	20	11	10	24
52	52	55	55	51	51	59	61	52	49	57	58	25
2	2	3	3	2	2	5	6	3	4	1	1	26
37	37	37	38	39	39	19	19	34	35	35	35	27
9	9	5	4	8	8	17	14	11	12	7	6	28
81	84	85	88	70	70	77	85	76	83	76	79	29
79	82	84	87	69	70	77	84	75	82	76	79	30
2	2	1	1	1	—	—	1	1	1	—	—	31
13	12	11	9	23	23	14	8	17	11	15	13	32
6	4	4	3	7	7	9	7	7	6	9	8	33

Table 4. — MANUFACTURING — By Province — Office Employees

— Concluded —

		Newfoundland		Prince Edward Island		Nova Scotia		New Brunswick	
No.		A	B	A	B	A	B	A	B
		%	%	%	%	%	%	%	%
	<b>Group Life Insurance Plans</b>								
34	Have plan .....	86	87	90	94	90	90	86	87
35	Employer makes contribution .....	85	86	49	50	70	69	84	85
36	No contribution or unspecified ....	1	1	41	44	20	21	2	2
37	No plan .....	9	9	10	6	5	5	6	6
38	Not specified .....	5	4	—	—	5	5	8	7
	<b>Cash Compensation for Wage Loss due to Illness</b>								
39	Have plan .....	69	70	76	80	67	67	49	49
40	Employer makes contribution .....	68	69	71	74	66	66	47	48
41	No contribution or unspecified ...	1	1	5	6	1	1	2	1
42	No plan .....	19	19	10	5	23	23	39	40
43	Not specified .....	12	11	14	15	10	10	12	11
	<b>Paid Sick Leave</b>								
44	Have paid sick leave .....	98		100		96		93	
45	(a) as stated condition of employment	73		5		39		21	
46	(b) at management discretion .....	57		95		65		75	
47	No sick leave .....	2		—		3		4	
48	Not specified .....	—		—		1		3	
	<b>Collective Agreements</b>								
49	Percentage of reporting units having agreements .....	6		—		2		2	
50	Percentage of employees covered by agreements .....	23		—		4		11	
		No.	No.	No.	No.	No.	No.	No.	No.
	<b>Survey Coverage</b>								
51	Reporting units .....	54	43	12	9	204	186	137	121
52	Office employees .....	1,119	1,069	196	183	3,212	3,108	1,927	1,853



Table 4. — MANUFACTURING — By Province — Office Employees

— Concluded —

Quebec		Ontario		Manitoba		Saskatchewan		Alberta		British Columbia		No.
A	B	A	B	A	B	A	B	A	B	A	B	
%	%	%	%	%	%	%	%	%	%	%	%	
92	94	95	96	80	80	86	88	96	96	90	92	34
89	91	91	93	77	77	83	85	88	87	87	89	35
3	3	4	3	3	3	3	3	8	9	3	3	36
5	4	3	2	15	15	8	7	3	3	7	6	37
3	2	2	2	5	5	6	5	1	1	3	2	38
47	48	56	56	46	45	40	39	60	57	60	61	39
44	44	48	50	40	39	36	34	58	54	55	55	40
3	4	8	6	6	6	4	5	2	3	5	6	41
43	44	36	37	41	42	49	51	33	35	27	27	42
10	8	8	7	13	13	11	10	7	8	13	12	43
94		96		95		88		93		97		44
47		46		40		39		34		44		45
55		60		65		55		60		62		46
3		3		2		8		3		2		47
3		1		3		4		4		1		48
4		4		2		9		2		3		49
10		7		1		9		—		10		50
No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	
2,233	1,498	3,505	2,585	377	362	174	154	307	262	653	526	51
69,771	64,905	124,954	116,171	6,604	6,381	2,210	1,985	6,261	5,552	12,970	12,059	52

**Table 5. — MANUFACTURING — Canada — By Industry Group — Plant Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—)

		<b>Food and Beverages</b>		<i>Slaughtering and Meat Packing</i>		<i>Grain Mill Products</i>	
No.		A	B	A	B	A	B
	<b>Standard Hours Per Week</b>	%	%	%	%	%	%
1	Under 40 hours .....	3	3	—	—	—	—
2	40 hours .....	57	60	75	81	85	89
3	Over 40 hours .....	40	37	25	19	15	11
4	On a 5-day week .....	77	80	80	82	89	92
	<b>Vacations with Pay</b>						
5	Two weeks .....	94	96	96	99	98	99
6	After less than 3 years .....	54	55	35	34	57	58
7	3 years .....	28	30	49	54	35	36
8	More than 3 years .....	12	11	12	11	6	5
9	Three weeks .....	75	81	87	95	88	92
10	After less than 15 years .....	28	31	13	12	35	37
11	15 years .....	38	40	74	83	51	53
12	More than 15 years .....	9	10	—	—	2	2
13	Four weeks .....	30	33	72	80	21	21
14	After 25 years .....	26	29	71	80	9	8
15	Other .....	4	4	1	—	12	13
	<b>Paid Statutory Holidays</b>						
16	1 — 7 .....	14	12	7	3	1	1
17	8 .....	42	43	32	31	87	90
18	9 .....	31	34	57	65	9	8
19	More than 9 .....	8	8	1	1	1	—
20	None or not specified .....	5	3	3	—	2	1
	<b>Practice When Holiday Falls —</b>						
	on a Saturday: —						
21	Working day off .....	25	26	21	21	32	32
22	Extra day's pay .....	22	23	41	45	33	34
23	No recompense .....	28	28	20	19	22	22
24	Not specified .....	25	23	18	15	13	12
	on a Sunday:						
25	Working day off .....	41	43	40	42	44	45
26	Extra day's pay .....	21	22	38	40	25	26
27	No recompense .....	24	23	19	17	21	20
28	Not specified .....	14	12	3	1	10	9
	<b>Pension Plans</b>						
29	Have plan .....	70	75	79	86	90	94
30	Employer makes contribution .....	68	73	78	86	89	93
31	No contribution or unspecified .....	2	2	1	—	1	1
32	No plan .....	22	19	17	13	7	3
33	Not specified .....	8	6	4	1	3	3

**Table 5. — MANUFACTURING — Canada — By Industry Group — Plant Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—)

<i>Bakery Products</i>		<i>Dairy Products</i>		<b>Tobacco and Tobacco Products</b>		<b>Rubber Products</b>		<i>Rubber Footwear</i>		No.
A	B	A	B	A	B	A	B	A	B	
%	%	%	%	%	%	%	%	%	%	
13	14	—	1	—	—	—	—	—	—	1
19	19	68	73	77	83	69	68	1	—	2
67	66	32	26	23	17	31	32	99	100	3
68	70	77	82	87	93	98	98	100	100	4
95	97	95	98	99	100	98	99	100	100	5
30	29	79	84	94	94	17	17	—	1	6
50	53	6	6	2	2	51	52	2	—	7
15	15	10	8	3	4	30	30	98	99	8
75	80	80	88	74	80	86	90	79	80	9
32	34	27	28	—	—	61	63	1	—	10
12	13	51	57	72	78	24	26	78	80	11
31	33	2	3	2	2	1	1	—	—	12
11	11	20	22	70	75	63	65	15	15	13
10	10	19	21	70	75	58	60	15	15	14
1	1	1	1	—	—	5	5	—	—	15
11	10	26	22	9	9	2	1	1	1	16
35	35	54	59	16	17	18	15	21	20	17
36	38	13	14	3	—	79	83	78	79	18
15	15	4	4	68	74	—	—	—	—	19
3	2	3	1	4	—	1	1	—	—	20
23	24	33	35	—	—	39	37	18	17	21
16	17	30	33	19	21	52	54	69	70	22
22	21	13	10	76	79	6	6	13	13	23
39	38	24	22	5	—	3	3	—	—	24
25	26	40	41	16	12	69	69	49	48	25
23	24	28	31	17	18	23	24	39	39	26
30	29	18	16	64	67	6	6	12	13	27
22	21	14	12	3	3	2	1	—	—	28
59	63	69	78	87	89	91	93	83	84	29
58	61	69	78	87	89	87	89	83	84	30
1	2	—	—	—	—	4	4	—	—	31
29	27	21	16	13	11	8	7	17	16	32
12	10	10	6	—	—	1	—	—	—	33



**Table 5. — MANUFACTURING — Canada — By Industry Group — Plant Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—)

		<b>Food and Beverages</b>		<i>Slaughtering and Meat Packing</i>		<i>Grain Mill Products</i>	
No.		A	B	A	B	A	B
	<b>Group Life Insurance Plans</b>	%	%	%	%	%	%
34	Have plan .....	88	91	94	98	97	98
35	Employer makes contribution .....	84	86	84	87	96	97
36	No contribution or unspecified .....	4	5	10	11	1	1
37	No plan .....	8	6	4	2	2	1
38	Not specified .....	4	3	2	—	1	1
	<b>Cash Compensation for Wage Loss due to Illness</b>						
39	Have plan .....	75	77	92	97	79	79
40	Employer makes contribution .....	70	73	89	95	74	75
41	No contribution or unspecified .....	5	4	3	2	5	4
42	No plan .....	19	18	6	2	15	15
43	Not specified .....	6	5	2	1	6	6
	<b>Paid Sick Leave</b>						
44	Have paid sick leave .....	44		24		25	
45	(a) as stated condition of employment.	16		15		16	
46	(b) at management discretion.....	29		9		9	
47	Have no sick leave .....	51		58		73	
48	Not specified .....	5		18		2	
	<b>Shift Policy</b>						
49	Work regularly on a shift basis .....	59		73		90	
50	Do not work regularly on a shift basis ...	39		26		9	
51	Not specified .....	2		1		1	
52	Shift differentials paid .....	50		70		88	
53	Shift differentials not paid .....	9		1		2	
54	Not specified .....	—		2		—	
	<b>Collective Agreements</b>						
55	Percentage of reporting units having agreements .....	44	—	47	—	63	—
56	Percentage of employees covered by agreements .....	58	—	73	—	80	—
		No.	No.	No.	No.	No.	No.
	<b>Survey Coverage</b>						
57	Reporting units .....	1,372	1,077	125	66	79	67
58	Non-office employees .....	110,337	99,976	19,598	17,263	5,833	5,497

**Table 5. — MANUFACTURING — Canada — By Industry Group — Plant Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—)

<i>Bakery Products</i>		<i>Dairy Products</i>		<i>Tobacco and Tobacco Products</i>		<i>Rubber Products</i>		<i>Rubber Footwear</i>		
A	B	A	B	A	B	A	B	A	B	No.
%	%	%	%	%	%	%	%	%	%	
85	89	92	96	96	95	99	99	100	100	34
85	89	87	92	90	89	94	95	100	100	35
—	—	5	4	6	6	5	4	—	—	36
7	5	5	2	4	5	1	1	—	—	37
8	6	3	2	—	—	—	—	—	—	38
82	85	83	87	29	31	93	94	83	83	39
79	82	76	80	29	31	82	82	83	83	40
3	3	7	7	—	—	11	12	—	—	41
9	8	11	9	66	68	5	5	17	17	42
9	7	6	4	5	1	2	1	—	—	43
41		48		79		4		1		44
6		23		10		1		1		45
35		26		71		3		—		46
53		51		21		88		99		47
6		1		—		8		—		48
65		41		34		96		99		49
30		56		66		4		1		50
5		3		—		—		—		51
46		28		23		95		97		52
18		12		11		1		2		53
1		1		—		—		—		54
51	—	43	—	43	—	58	—	70	—	55
49	—	60	—	63	—	83	—	63	—	56
No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	
241	198	386	288	21	19	48	32	10	8	57
21,544	20,260	19,942	17,050	10,178	9,443	14,077	13,391	3,596	3,527	58

**Table 5. — MANUFACTURING — Canada — By Industry Group — Plant Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—)

No.		<i>Tires and Tubes</i>		<b>Leather Products</b>		<i>Boots and Shoes</i>	
		A	B	A	B	A	B
		%	%	%	%	%	%
<b>Standard Hours Per Week</b>							
1	Under 40 hours .....	—	—	—	—	—	—
2	40 hours .....	100	100	28	27	21	22
3	Over 40 hours .....	—	—	72	73	79	78
4	On a 5-day week .....	100	100	86	87	83	85
<b>Vacations With Pay</b>							
5	Two weeks .....	100	100	91	93	91	93
6	After less than 3 years .....	26	27	62	63	75	76
7	3 years .....	71	73	6	7	—	—
8	More than 3 years .....	3	—	23	23	16	17
9	Three weeks .....	97	100	24	27	13	15
10	After less than 15 years .....	97	100	3	3	2	2
11	15 years .....	—	—	9	11	3	4
12	More than 15 years .....	—	—	12	13	8	9
13	Four weeks .....	97	100	3	3	1	1
14	After 25 years .....	87	89	3	3	1	1
15	Other .....	10	11	—	—	—	—
<b>Paid Statutory Holidays</b>							
16	1 — 7 .....	—	—	41	40	44	44
17	8 .....	5	—	24	26	16	18
18	9 .....	95	100	8	9	5	5
19	More than 9 .....	—	—	6	7	8	9
20	None or not specified .....	—	—	21	18	27	24
<b>Practice When Holiday Falls —</b>							
<b>on a Saturday:</b>							
21	Working day off .....	37	34	23	25	20	22
22	Extra day's pay .....	63	66	15	14	16	15
23	No recompense .....	—	—	33	35	33	36
24	Not specified .....	—	—	29	26	31	27
<b>on a Sunday:</b>							
25	Working day off .....	82	81	26	28	23	26
26	Extra day's pay .....	18	19	16	15	17	15
27	No recompense .....	—	—	35	37	36	39
28	Not specified .....	—	—	23	20	24	20
<b>Pension Plans</b>							
29	Have plan .....	100	100	29	33	25	28
30	Employer makes contribution .....	90	89	29	33	25	28
31	No contribution or unspecified .....	10	11	—	—	—	—
32	No plan .....	—	—	55	53	59	59
33	Not specified .....	—	—	16	14	16	13



**Table 5. — MANUFACTURING — Canada — By Industry Group — Plant Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—)

Textiles (except Clothing)		Cotton Yarn and Cloth		Woollen Yarn and Cloth		Synthetic and Silk Textiles		Clothing (textile and fur)		No.
A	B	A	B	A	B	A	B	A	B	
%	%	%	%	%	%	%	%	%	%	
—	1	—	—	2	2	—	—	4	3	1
54	56	86	87	25	27	37	38	61	59	2
46	43	14	13	73	71	63	62	35	38	3
82	82	98	99	66	67	54	52	91	93	4
90	93	94	94	91	95	84	85	82	88	5
17	17	10	10	10	11	33	32	49	51	6
10	11	7	7	8	9	1	1	10	11	7
63	65	77	77	73	75	50	52	23	26	8
61	66	83	84	65	69	35	36	18	22	9
1	1	—	—	4	4	—	—	4	5	10
24	26	9	9	36	38	34	35	5	6	11
36	39	74	75	25	27	1	1	9	11	12
11	12	6	6	8	9	20	21	3	3	13
8	9	6	6	8	9	19	20	1	1	14
3	3	—	—	—	—	1	1	2	2	15
47	47	65	65	25	25	38	38	68	66	16
39	40	31	31	56	58	36	36	14	17	17
11	11	4	4	12	13	25	26	4	5	18
1	1	—	—	—	—	—	—	2	3	19
2	1	—	—	7	4	1	—	12	9	20
22	22	29	30	31	33	6	5	21	21	21
38	40	55	55	15	15	36	37	24	26	22
23	21	14	14	15	13	24	23	31	31	23
17	17	2	1	39	39	34	35	24	22	24
32	33	31	32	61	65	8	7	27	28	25
38	40	55	55	14	14	37	38	24	25	26
20	18	12	12	12	10	28	27	25	25	27
10	9	2	1	13	11	27	28	24	22	28
66	70	77	77	52	55	76	80	26	30	29
66	70	77	77	52	55	76	80	23	27	30
—	—	—	—	—	—	—	—	3	3	31
26	23	22	22	33	30	11	10	52	51	32
8	7	1	1	15	15	13	10	22	19	33

**Table 5. — MANUFACTURING — Canada — By Industry Group — Plant Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—)

		<i>Tires and Tubes</i>		<b>Leather Products</b>		<i>Boots and Shoes</i>	
No.		A	B	A	B	A	B
	<b>Group Life Insurance Plans</b>	%	%	%	%	%	%
34	Have plan .....	100	100	73	78	71	75
35	Employer makes contribution .....	90	89	70	76	68	72
36	No contribution or unspecified .....	10	11	3	2	3	3
37	No plan .....	—	—	20	16	22	19
38	Not specified .....	—	—	7	6	7	6
	<b>Cash Compensation for Wage Loss due to Illness</b>						
39	Have plan .....	98	100	65	70	65	70
40	Employer makes contribution .....	74	74	59	64	56	61
41	No contribution or unspecified .....	24	26	6	6	9	9
42	No plan .....	—	—	27	23	26	22
43	Not specified .....	2	—	8	7	9	8
	<b>Paid Sick Leave</b>						
44	Have paid sick leave .....	3		25		21	
45	(a) as stated condition of employment.....	2		3		2	
46	(b) at management discretion.....	1		23		19	
47	Have no sick leave .....	80		70		77	
48	Not specified .....	17		5		2	
	<b>Shift Policy</b>						
49	Work regularly on a shift basis .....	98		16		7	
50	Do not work regularly on a shift basis.....	2		81		92	
51	Not specified .....	—		3		1	
52	Shift differentials paid .....	98		13		4	
53	Shift differentials not paid.....	—		3		3	
54	Not specified .....	—		—		—	
	<b>Collective Agreements</b>						
55	Percentage of reporting units having agreements.....	58	—	35	—	31	—
56	Percentage of employees covered by agreements.....	94	—	40	—	34	—
	<b>Survey Coverage</b>	No.	No.	No.	No.	No.	No.
57	Reporting units.....	12	7	223	166	126	99
58	Non-office employees .....	6,400	6,095	20,369	17,556	14,263	12,628

**Table 5. — MANUFACTURING — Canada — By Industry Group — Plant Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—)

Textiles (except Clothing)		Cotton Yarn and Cloth		Woollen Yarn and Cloth		Synthetic and Silk Textiles		Clothing (textile and fur)		No.
A	B	A	B	A	B	A	B	A	B	
%	%	%	%	%	%	%	%	%	%	
92	95	97	98	94	97	97	100	50	58	34
88	92	93	94	91	94	97	100	43	52	35
4	3	4	4	3	3	—	—	7	6	36
6	4	2	2	4	2	1	—	31	27	37
2	1	1	—	2	1	2	—	19	15	38
64	65	47	47	84	86	80	82	47	54	39
62	64	45	45	84	86	80	82	40	47	40
2	1	2	2	—	—	—	—	7	7	41
30	30	47	47	12	12	14	15	33	28	42
6	5	6	6	4	2	6	3	20	18	43
15		10		16		15		25		44
4		1		2		14		4		45
11		9		15		1		21		46
78		83		75		82		70		47
7		7		9		3		5		48
86		95		80		99		16		49
13		5		20		1		77		50
1		—		—		—		7		51
78		92		75		78		12		52
3		3		4		3		3		53
5		—		1		18		1		54
46	—	58	—	55	—	41	—	48	—	55
63	—	81	—	56	—	43	—	52	—	56
No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	
321	223	67	57	66	56	37	28	921	525	57
45,976	42,243	16,997	16,823	7,391	6,875	10,468	9,890	65,557	48,986	58



· Table 5. — MANUFACTURING — Canada — By Industry Group — Plant Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—)

No.		Wood Products		Sash, Door and Planing Mills		Sawmills	
		A	B	A	B	A	B
		%	%	%	%	%	%
	<b>Standard Hours Per Week</b>						
1	Under 40 hours .....	—	—	—	—	—	—
2	40 hours .....	48	51	33	36	67	72
3	Over 40 hours .....	52	49	67	64	33	28
4	On a 5-day week .....	75	78	60	62	70	75
	<b>Vacations With Pay</b>						
5	Two weeks .....	82	86	74	80	83	88
6	After less than 3 years .....	46	48	42	42	72	75
7	3 years .....	11	11	7	9	1	1
8	More than 3 years .....	25	27	25	29	10	12
9	Three weeks .....	48	56	39	45	60	68
10	After less than 15 years .....	32	37	25	29	55	62
11	15 years .....	10	12	7	9	5	6
12	More than 15 years .....	6	7	7	7	—	—
13	Four weeks .....	3	3	3	3	3	3
14	After 25 years .....	2	3	2	2	2	2
15	Other .....	1	—	1	1	1	1
	<b>Paid Statutory Holidays</b>						
16	1 — 7 .....	31	30	33	33	16	16
17	8 .....	46	51	36	42	55	61
18	9 .....	7	8	7	7	11	11
19	More than 9 .....	2	2	2	2	—	—
20	None or not specified .....	14	9	22	16	18	12
	<b>Practice When Holiday Falls —</b>						
	on a Saturday:—						
21	Working day off .....	38	42	16	17	46	51
22	Extra day's pay .....	17	19	21	25	14	16
23	No recompense .....	20	18	26	25	13	12
24	Not specified .....	25	21	37	33	27	21
	on a Sunday:						
25	Working day off .....	52	58	40	46	63	69
26	Extra day's pay .....	13	14	13	13	7	8
27	No recompense .....	18	16	24	23	11	10
28	Not specified .....	17	12	23	18	19	13
	<b>Pension Plans</b>						
29	Have plan .....	35	42	24	29	39	46
30	Employer makes contribution .....	35	41	24	29	39	46
31	No contribution or unspecified .....	—	1	—	—	—	—
32	No plan .....	47	44	55	52	43	39
33	Not specified .....	18	14	21	19	18	15

**Table 5. — MANUFACTURING — Canada — By Industry Group — Plant Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—)

<i>Wooden Furniture</i>		<i>Paper Products</i>		<i>Pulp and Paper</i>		<i>Printing, Publishing and Allied Industries</i>		<i>Iron and Steel Products</i>		No.
A	B	A	B	A	B	A	B	A	B	
%	%	%	%	%	%	%	%	%	%	
—	—	—	—	—	—	61	63	—	—	1
22	20	88	89	95	96	34	33	80	82	2
78	80	12	11	5	4	5	4	20	18	3
89	92	94	95	94	94	98	98	96	97	4
80	86	99	99	99	100	94	94	96	98	5
14	14	14	13	11	10	81	83	15	14	6
22	22	22	22	12	13	4	3	55	58	7
44	50	63	64	76	77	9	8	26	26	8
26	32	94	96	98	99	83	85	83	87	9
1	1	18	18	17	16	40	41	10	10	10
11	13	74	76	81	82	27	29	70	74	11
14	18	2	2	—	1	16	15	3	3	12
5	5	63	65	78	79	18	19	30	32	13
4	4	61	63	76	77	11	12	29	31	14
1	1	2	2	2	2	7	7	1	1	15
58	57	69	70	87	87	8	8	9	7	16
29	30	25	24	9	9	67	67	82	85	17
4	4	2	2	—	—	17	17	6	6	18
4	4	1	1	1	1	7	7	1	1	19
5	5	3	3	3	3	1	1	2	1	20
27	29	18	17	13	13	50	48	35	35	21
26	29	18	18	17	17	15	17	26	28	22
30	26	28	28	25	25	25	25	28	28	23
17	16	36	37	45	45	10	10	11	9	24
32	35	69	70	76	76	59	59	44	44	25
25	28	10	10	7	7	7	7	24	25	26
29	24	14	13	10	10	23	23	24	23	27
14	13	7	7	7	7	11	11	8	8	28
30	35	89	90	93	94	73	75	75	79	29
28	34	87	89	92	93	71	72	71	76	30
2	1	2	1	1	1	2	3	4	3	31
51	49	8	7	6	5	15	15	20	17	32
19	16	3	3	1	1	12	10	5	4	33

**Table 5. — MANUFACTURING — Canada — By Industry Group — Plant Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—)

		Wood Products		Sash, Door and Planing Mills		Sawmills	
No.		A	B	A	B	A	B
	<b>Group Life Insurance Plans</b>	%	%	%	%	%	%
34	Have plan .....	74	80	76	83	69	76
35	Employer makes contribution .....	72	78	74	81	67	74
36	No contribution or unspecified .....	2	2	2	2	2	2
37	No plan .....	18	13	18	12	23	18
38	Not specified .....	8	7	6	5	8	6
	<b>Cash Compensation for Wage Loss due to Illness</b>						
39	Have plan .....	67	74	62	70	64	71
40	Employer makes contribution .....	64	71	61	68	59	66
41	No contribution or unspecified .....	3	3	1	2	5	5
42	No plan .....	23	18	27	21	26	22
43	Not specified .....	10	8	11	9	10	7
	<b>Paid Sick Leave</b>						
44	Have paid sick leave .....	20		26		16	
45	(a) as stated condition of employment ....	1		21		1	
46	(b) at management discretion .....	19		24		15	
47	Have no sick leave .....	77		73		79	
48	Not specified .....	3		1		5	
	<b>Shift Policy</b>						
49	Work regularly on a shift basis .....	47		32		65	
50	Do not work regularly on a shift basis .....	52		66		34	
51	Not specified .....	1		2		1	
52	Shift differentials paid .....	41		26		60	
53	Shift differentials not paid .....	5		6		3	
54	Not specified .....	1		—		2	
	<b>Collective Agreements</b>						
55	Percentage of reporting units having agreements.....	42	—	41	—	45	
56	Percentage of employees covered by agreements .....	56		46		68	
	<b>Survey Coverage</b>	No.	No.	No.	No.	No.	No.
57	Reporting units .....	988	636	231	165	306	196
58	Non-office employees .....	63,373	51,173	11,087	8,887	21,519	17,735



**Table 5. — MANUFACTURING — Canada — By Industry Group — Plant Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—)

<i>Wooden Furniture</i>		<b>Paper Products</b>		<i>Pulp and Paper</i>		<b>Printing, Publishing and Allied Industries</b>		<b>Iron and Steel Products</b>		<b>No.</b>
A	B	A	B	A	B	A	B	A	B	
%	%	%	%	%	%	%	%	%	%	
75	83	98	98	99	100	87	87	94	96	34
74	82	95	96	97	97	85	86	88	89	35
1	1	3	2	2	3	2	1	6	7	36
18	12	2	1	1	—	8	8	5	3	37
7	5	—	1	—	—	5	5	1	1	38
68	75	91	92	95	95	64	64	90	92	39
65	72	73	73	72	72	58	59	86	88	40
3	3	18	19	23	23	6	5	4	4	41
22	18	7	6	4	4	29	29	7	6	42
10	7	2	2	1	1	7	7	3	2	43
26		49		59		39		21		44
2		41		52		10		12		45
26		8		7		31		18		46
73		48		38		57		75		47
1		3		3		4		4		48
17		91		99		66		75		49
82		8		—		31		24		50
1		1		1		3		1		51
13		88		96		64		73		52
4		1		1		1		1		53
—		2		2		1		1		54
32	—	67	—	90	—	66	—	55	—	55
37		90		96		56		74		56
No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	
220	119	322	278	115	108	459	409	1,032	780	57
12,909	9,744	69,979	67,641	51,979	51,263	29,824	27,643	124,565	114,560	58

**Table 5. — MANUFACTURING — Canada — By Industry Group — Plant Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—)

		<i>Machine Shop Products</i>		<i>Primary Iron and Steel</i>		<b>Transportation Equipment</b>	
No.		A	B	A	B	A	B
	<b>Standard Hours Per Week</b>	%	%	%	%	%	%
1	Under 40 hours .....	1	—	—	—	—	—
2	40 hours .....	42	44	100	100	69	69
3	Over 40 hours .....	57	56	—	—	31	31
4	On a 5-day week .....	72	74	100	100	85	85
	<b>Vacations With Pay</b>						
5	Two weeks .....	78	78	100	100	98	98
6	After less than 3 years .....	33	30	4	4	29	29
7	3 years .....	14	15	96	96	26	26
8	More than 3 years .....	31	33	—	—	43	43
9	Three weeks .....	23	23	99	99	77	78
10	After less than 15 years .....	12	12	4	4	16	16
11	15 years .....	11	11	95	95	60	61
12	More than 15 years .....	—	—	—	—	1	1
13	Four weeks .....	2	—	78	78	5	5
14	After 25 years .....	1	—	78	78	3	3
15	Other .....	1	—	—	—	2	2
	<b>Paid Statutory Holidays</b>						
16	1 — 7 .....	31	33	—	—	11	9
17	8 .....	38	34	99	99	68	69
18	9 .....	14	17	1	1	18	19
19	More than 9 .....	1	—	—	—	1	1
20	None or not specified .....	16	16	—	—	2	2
	<b>Practice When Holiday Falls —</b>						
	<b>on a Saturday:—</b>						
21	Working day off .....	20	20	11	11	23	22
22	Extra day's pay .....	27	26	69	69	42	44
23	No recompense .....	33	33	7	7	23	23
24	Not specified .....	20	21	13	13	12	11
	<b>on a Sunday:</b>						
25	Working day off .....	27	25	12	12	31	31
26	Extra day's pay .....	27	25	69	69	45	46
27	No recompense .....	31	32	6	6	20	20
28	Not specified .....	15	18	13	13	4	3
	<b>Pension Plans</b>						
29	Have plan .....	29	30	97	97	68	70
30	Employer makes contribution .....	27	28	97	97	67	69
31	No contribution or unspecified .....	2	2	—	—	1	1
32	No plan .....	56	54	2	2	25	24
33	Not specified .....	15	16	1	1	7	6

**Table 5. — MANUFACTURING — Canada — By Industry Group — Plant Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-)

<i>Aircraft and Parts</i>		<i>Railway and Rolling Stock Equipment</i>		<i>Motor Vehicles, Parts and Accessories</i>		<i>Shipbuilding and Repairing</i>		<i>Non-ferrous Metal Products</i>		<i>No.</i>
A	B	A	B	A	B	A	B	A	B	
%	%	%	%	%	%	%	%	%	%	
1	1	—	—	—	—	—	—	—	—	1
62	62	100	100	94	97	63	63	80	84	2
37	37	—	—	6	3	37	37	20	16	3
100	100	100	100	99	100	97	97	95	97	4
100	100	98	100	99	100	97	97	98	99	5
63	63	3	4	5	4	24	24	45	47	6
35	36	40	41	33	34	9	9	41	42	7
2	1	55	55	61	62	64	64	12	10	8
83	84	94	95	93	96	73	74	84	88	9
45	46	26	27	—	—	16	16	6	6	10
37	37	68	68	92	95	57	58	76	80	11
1	1	—	—	1	1	—	—	2	2	12
4	4	29	30	4	4	8	8	33	36	13
4	4	3	3	4	4	—	—	31	34	14
—	—	26	27	—	—	8	8	2	2	15
2	1	18	17	5	2	12	12	31	30	16
49	48	82	83	91	94	60	60	66	68	17
48	50	—	—	3	3	25	25	2	1	18
1	1	—	—	1	1	—	—	—	1	19
—	—	—	—	—	—	3	3	1	—	20
69	68	37	38	6	5	27	27	25	24	21
22	23	19	19	78	80	30	30	24	25	22
9	9	44	43	15	14	38	38	43	45	23
—	—	—	—	1	1	5	5	8	6	24
69	68	37	38	10	9	29	29	32	29	25
22	23	19	19	77	80	37	38	19	21	26
8	8	41	40	12	11	30	30	45	48	27
1	1	3	3	1	—	4	3	4	2	28
63	64	95	95	91	94	60	60	81	85	29
63	64	95	95	90	93	56	56	80	84	30
—	—	—	—	1	1	4	4	1	1	31
33	33	5	5	7	5	32	31	15	11	32
4	3	—	—	2	1	8	9	4	4	33



**Table 5. – MANUFACTURING – Canada – By Industry Group – Plant Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (–)

		<i>Machine Shop Products</i>		<i>Primary Iron and Steel</i>		<b>Transportation Equipment</b>	
No.		A	B	A	B	A	B
	<b>Group Life Insurance Plans</b>	%	%	%	%	%	%
34	Have plan .....	84	82	100	100	95	95
35	Employer makes contribution .....	78	75	87	87	93	94
36	No contribution or unspecified .....	6	7	13	13	2	1
37	No plan .....	12	13	–	–	4	4
38	Not specified .....	4	5	–	–	1	1
	<b>Cash Compensation for Wage Loss due to Illness</b>						
39	Have plan .....	75	72	99	99	92	93
40	Employer makes contribution .....	66	61	99	99	86	87
41	No contribution or unspecified .....	9	11	–	–	6	6
42	No plan .....	19	20	1	1	5	5
43	Not specified .....	6	8	–	–	3	2
	<b>Paid Sick Leave</b>						
44	Have paid sick leave .....	31		47		16	
45	(a) as stated condition of employment ...	2		33		3	
46	(b) at management discretion .....	30		47		14	
47	Have no sick leave .....	65		53		82	
48	Not specified .....	4		–		2	
	<b>Shift Policy</b>						
49	Work regularly on a shift basis .....	31		100		56	
50	Do not work regularly on a shift basis .....	68		–		42	
51	Not specified .....	1		–		2	
52	Shift differentials paid .....	29		99		52	
53	Shift differentials not paid .....	2		1		3	
54	Not specified .....	–		–		1	
	<b>Collective Agreements</b>						
55	Percentage of reporting units having agreements .....	37	–	87	–	36	–
56	Percentage of employees covered by agreements .....	41		79		75	
	<b>Survey Coverage</b>	No.	No.	No.	No.	No.	No.
57	Reporting units .....	81	88	23	21	620	584
58	Non-office employees .....	2,391	2,205	27,680	27,607	95,109	91,937

**Table 5. — MANUFACTURING — Canada — By Industry Group — Plant Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—)

<i>Aircraft and Parts</i>		<i>Railway and Rolling Stock Equipment</i>		<i>Motor Vehicles, Parts and Accessories</i>		<i>Shipbuilding and Repairing</i>		<i>Non-Ferrous Metal Products</i>		No.
A	B	A	B	A	B	A	B	A	B	
%	%	%	%	%	%	%	%	%	%	
100	100	100	99	99	99	83	83	94	96	34
99	100	100	99	97	98	77	78	90	93	35
1	—	—	—	2	1	6	5	4	3	36
—	—	—	—	1	1	16	16	4	2	37
—	—	—	1	—	—	1	1	2	2	38
100	100	100	99	97	99	86	87	73	74	39
98	98	96	96	96	98	58	58	72	73	40
2	2	4	3	1	1	28	29	1	1	41
—	—	—	—	2	1	10	10	23	23	42
—	—	—	1	1	—	4	3	4	3	43
11		1		2		17		23		44
7		—		—		—		17		45
4		1		2		17		7		46
89		94		97		79		74		47
—		5		1		4		3		48
58		80		59		69		86		49
40		20		40		29		13		50
2		—		1		2		1		51
57		80		59		63		84		52
1		—		—		—		2		53
—		—		—		6		—		54
51	—	60	—	59	—	70	—	48	—	55
83		84		92		89		84		56
No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	
43	30	15	14	111	73	57	55	241	165	57
17,693	17,022	4,050	3,994	39,466	37,723	14,132	14,036	38,219	35,111	58

**Table 5. – MANUFACTURING – Canada – By Industry Group – Plant Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (–)

No.		Electrical Apparatus and Supplies		Non-Metallic Mineral Products	
		A	B	A	B
		%	%	%	%
	<b>Standard Hours Per Week</b>				
1	Under 40 hours .....	—	—	—	—
2	40 hours .....	86	87	42	44
3	Over 40 hours .....	14	13	58	56
4	On a 5-day week .....	100	100	80	84
	<b>Vacations With Pay</b>				
5	Two weeks .....	98	99	93	96
6	After less than 3 years .....	15	14	29	29
7	3 years.....	54	56	23	23
8	More than 3 years.....	29	29	41	44
9	Three weeks .....	85	89	72	78
10	After less than 15 years .....	10	9	9	8
11	15 years.....	74	78	58	64
12	More than 15 years.....	1	2	5	6
13	Four weeks .....	38	41	22	23
14	After 25 years .....	21	23	20	22
15	Other.....	17	18	2	1
	<b>Paid Statutory Holidays</b>				
16	1 – 7 .....	5	4	25	24
17	8 .....	87	89	51	54
18	9 .....	6	6	17	18
19	More than 9 .....	1	1	3	3
20	None or not specified .....	1	—	4	1
	<b>Practice When Holiday Falls –</b>				
	on a Saturday:–				
21	Working day off .....	45	44	35	36
22	Extra day's pay .....	8	8	16	17
23	No recompense .....	46	47	28	29
24	Not specified .....	1	1	21	18
	on a Sunday:				
25	Working day off .....	66	66	49	51
26	Extra day's pay .....	7	7	18	18
27	No recompense .....	26	26	24	25
28	Not specified .....	1	1	9	6
	<b>Pension Plans</b>				
29	Have plan .....	84	88	71	77
30	Employer makes contribution .....	84	87	70	76
31	No contribution or unspecified .....	—	1	1	1
32	No plan .....	13	10	23	19
33	Not specified .....	3	2	6	4



**Table 5. – MANUFACTURING – Canada – By Industry Group – Plant Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (–)

Products of Petroleum and Coal		Petroleum Refining and Products		Chemical Products		Miscellaneous Manufacturing		No.
A	B	A	B	A	B	A	B	
%	%	%	%	%	%	%	%	
–	–	–	–	3	3	2	2	1
98	99	98	99	79	81	49	50	2
2	1	2	1	18	16	49	48	3
98	99	99	99	96	97	92	93	4
99	100	100	100	99	99	91	95	5
89	89	100	100	81	81	29	27	6
10	11	–	–	15	16	28	33	7
–	–	–	–	3	2	34	35	8
98	99	99	100	86	88	52	60	9
82	85	95	99	31	32	7	6	10
16	14	4	1	51	52	39	47	11
–	–	–	–	4	4	6	7	12
82	83	90	91	43	46	12	14	13
11	9	8	5	37	40	9	11	14
71	74	82	86	6	6	3	3	15
3	3	–	–	14	14	23	19	16
11	11	1	–	58	57	60	65	17
84	85	98	99	26	27	6	6	18
1	1	1	1	1	1	3	3	19
1	–	–	–	1	1	8	7	20
33	32	36	34	33	33	42	43	21
38	38	33	33	28	30	16	17	22
27	28	30	32	34	34	31	30	23
2	2	1	1	5	3	11	10	24
42	44	44	47	46	45	46	46	25
33	33	27	27	28	30	17	18	26
21	22	25	26	23	23	28	28	27
4	1	4	–	3	2	9	8	28
95	96	96	97	89	91	53	60	29
95	96	95	97	85	88	53	60	30
–	–	1	–	4	3	–	–	31
4	3	4	3	7	5	37	33	32
1	1	–	–	4	4	10	7	33

**Table 5. — MANUFACTURING — Canada — By Industry Group — Plant Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—)

No.		Electrical Apparatus and Supplies		Non-metallic Mineral Products	
		A	B	A	B
		%	%	%	%
	<b>Group Life Insurance Plans</b>				
34	Have plan .....	96	98	90	93
35	Employer makes contribution .....	95	97	84	86
36	No contribution or unspecified .....	1	1	6	7
37	No plan .....	3	2	7	5
38	Not specified .....	1	—	3	2
	<b>Cash Compensation for Wage Loss due to Illness</b>				
39	Have plan .....	76	76	81	83
40	Employer makes contribution .....	66	66	66	67
41	No contribution or unspecified .....	10	10	15	16
42	No plan .....	20	20	16	15
43	Not specified .....	4	4	3	2
	<b>Paid Sick Leave</b>				
44	Have paid sick leave .....	36		18	
45	(a) as stated condition of employment .....	31		6	
46	(b) at management discretion.....	7		14	
47	Have no sick leave .....	55		80	
48	Not specified .....	9		2	
	<b>Shift Policy</b>				
49	Work regularly on a shift basis .....	73		84	
50	Do not work regularly on a shift basis .....	27		15	
51	Not specified .....	—		1	
52	Shift differentials paid .....	71		79	
53	Shift differentials not paid .....	1		5	
54	Not specified .....	1		—	
	<b>Collective Agreements</b>				
55	Percentage of reporting units having agreements .....	45	—	64	—
56	Percentage of employees covered by agreements .....	71	—	79	—
		No.	No.	No.	No.
	<b>Survey Coverage</b>				
57	Reporting units .....	249	177	288	231
58	Non-office employees .....	46,136	43,417	23,948	21,328

**Table 5. — MANUFACTURING — Canada — By Industry Group — Plant Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—)

Products of Petroleum and Coal		Petroleum Refining and Products		Chemical Products		Miscellaneous Manufacturing		No.
A	B	A	B	A	B	A	B	
%	%	%	%	%	%	%	%	
99	99	100	100	97	98	78	84	34
90	89	89	89	93	93	76	83	35
9	10	11	11	4	5	2	1	36
—	—	—	—	2	1	18	14	37
1	1	—	—	1	1	4	2	38
29	30	19	20	64	63	59	63	39
20	21	9	9	60	59	57	61	40
9	9	10	11	4	4	2	2	41
66	67	76	78	25	25	32	30	42
5	3	5	2	11	12	9	7	43
92		98		50		38		44
79		89		34		12		45
13		11		17		27		46
7		1		49		54		47
1		1		1		8		48
97		96		72		43		49
3		4		27		56		50
—		—		1		1		51
96		95		70		41		52
1		1		2		2		53
—		—		—		—		54
48	—	47	—	38	—	27	—	55
40	—	32	—	59		42		56
No.	No.	No.	No.	No.	No.	No.	No.	
63	54	45	39	435	337	299	189	57
9,713	9,256	8,358	7,925	34,103	31,257	17,938	14,202	58



**Table 6. — MANUFACTURING — CANADA — By Industry Group — Office Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—)

		Food and Beverages		Tobacco and Tobacco Products		Rubber Products	
No.		A	B	A	B	A	B
		%	%	%	%	%	%
	<b>Standard Hours Per Week</b>						
1	Under 37½ hours .....	32	33	81	84	6	5
2	37½ hours .....	36	37	7	8	73	74
3	Over 37½ hours .....	32	30	12	8	21	21
4	On a 5-day week .....	92	93	95	98	100	100
	<b>Vacations With Pay</b>						
5	Two weeks .....	98	99	100	100	100	100
6	After less than 3 years .....	93	95	99	99	98	98
7	3 years .....	3	3	1	1	—	—
8	More than 3 years .....	2	1	—	—	2	2
9	Three weeks: .....	86	89	75	75	92	95
10	After less than 15 years .....	35	36	2	—	81	84
11	15 years .....	45	47	69	71	11	11
12	More than 15 years .....	6	6	4	4	—	—
13	Four weeks: .....	41	43	67	70	78	81
14	After 25 years .....	35	37	67	70	78	81
15	Other .....	6	6	—	—	—	—
	<b>Paid Statutory Holidays</b>						
16	1 — 7 .....	7	6	2	2	11	11
17	8 .....	45	45	5	5	11	7
18	9 .....	36	37	3	1	68	72
19	More than 9 .....	11	11	89	92	9	9
20	None or not specified .....	1	1	1	—	1	1
	<b>Practice When Holiday Falls —</b>						
	<b>on a Saturday:</b>						
21	Working day off .....	33	34	8	8	44	42
22	Extra day's pay .....	4	4	—	—	—	—
23	No recompense .....	47	48	87	87	52	54
24	Not specified .....	16	14	5	5	4	4
	<b>on a Sunday:</b>						
25	Working day off .....	53	55	12	12	66	65
26	Extra day's pay .....	2	2	—	—	—	—
27	No recompense .....	35	34	83	84	32	34
28	Not specified .....	10	9	5	4	2	1
	<b>Pension Plans</b>						
29	Have plan .....	84	87	80	80	96	98
30	Employer makes contribution .....	83	86	80	80	96	98
31	No contribution or unspecified .....	1	1	—	—	—	—
32	No plan .....	12	10	20	20	4	2
33	Not specified .....	4	3	—	—	—	—

**Table 6. — MANUFACTURING — CANADA — By Industry Group — Office Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—)

Leather Products		Textiles (except clothing)		Clothing (Textile and Fur)		Wood Products		Paper Products		Printing, Publishing and Allied Industries		No.
A	B	A	B	A	B	A	B	A	B	A	B	
%	%	%	%	%	%	%	%	%	%	%	%	
36	35	27	28	35	35	25	25	55	56	40	36	1
32	34	50	51	23	24	29	31	34	35	42	45	2
32	31	23	21	42	41	46	44	11	9	18	19	3
95	95	96	96	90	91	76	77	94	94	92	91	4
96	97	99	99	96	99	91	94	100	100	94	93	5
81	82	94	95	91	94	82	86	97	97	92	92	6
2	2	1	—	2	2	4	4	2	2	1	1	7
13	13	4	4	3	3	5	4	1	1	1	—	8
40	43	73	77	24	26	45	51	93	95	85	85	9
13	14	9	9	7	7	23	25	23	23	56	56	10
7	7	44	47	5	5	14	17	68	70	18	18	11
20	22	20	21	12	14	8	9	2	2	11	11	12
3	3	19	20	3	3	6	7	66	68	25	25	13
3	3	13	14	2	3	5	6	64	65	17	18	14
—	—	6	6	1	—	1	1	2	3	8	7	15
21	20	33	34	39	37	23	21	45	44	10	10	16
38	40	52	51	31	33	44	46	42	42	61	60	17
14	14	7	7	12	14	20	22	9	10	23	24	18
21	22	6	6	10	11	7	7	2	2	5	5	19
6	4	2	2	8	5	6	4	2	2	1	1	20
28	30	37	36	22	20	37	39	41	40	51	49	21
1	1	4	4	8	8	2	2	3	3	8	8	22
54	53	51	52	46	49	41	40	35	36	31	32	23
17	16	8	8	24	23	20	19	21	21	10	11	24
29	30	49	49	30	29	54	57	72	72	57	55	25
1	1	2	2	8	8	3	2	2	2	2	2	26
55	54	44	44	40	42	33	32	19	19	30	31	27
15	15	5	5	22	21	10	9	7	7	11	12	28
45	49	80	84	36	42	44	51	92	94	80	81	29
45	49	80	84	36	41	44	50	90	92	79	80	30
—	—	—	—	—	1	—	1	2	2	1	1	31
42	39	14	12	42	38	39	36	5	3	13	13	32
13	12	6	4	22	20	17	13	3	3	7	6	33

**Table 6. — MANUFACTURING — Canada — By Industry Group — Office Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—)

No.		Food and Beverages		Tobacco and Tobacco Products		Rubber Products	
		A %	B %	A %	B %	A %	B %
	<b>Group Life Insurance Plans</b>						
34	Have plan.....	93	95	81	81	99	100
35	Employer makes contribution.....	88	90	80	80	99	100
36	No contribution or unspecified.....	5	5	1	1	—	—
37	No plan.....	4	3	19	19	1	—
38	Not specified.....	3	2	—	—	—	—
	<b>Cash Compensation for Wage Loss due to Illness</b>						
39	Have plan.....	47	46	1	1	45	45
40	Employer makes contribution.....	45	44	1	1	45	45
41	No contribution or unspecified.....	2	2	—	—	—	—
42	No plan.....	43	45	50	49	53	55
43	Not specified.....	10	9	49	50	2	—
	<b>Paid Sick Leave</b>						
44	Have paid sick leave .....	93		99		96	
45	(a) as stated condition of employment..	32		6		42	
46	(b) at management discretion .....	69		94		57	
47	No sick leave.....	5		1		4	
48	Not specified .....	2		—		—	
	<b>Collective Agreements</b>						
49	Percentage of reporting units having agreements.....	4	—	—	—	11	—
50	Percentage of employees covered by agreements.....	3	—	—	—	8	—
	<b>Survey Coverage</b>	<b>No.</b>	<b>No.</b>	<b>No.</b>	<b>No.</b>	<b>No.</b>	<b>No.</b>
51	Reporting units.....	1,290	1,013	21	18	46	31
52	Office employees.....	23,982	22,472	922	891	4,487	4,250



**Table 6. — MANUFACTURING — Canada — By Industry Group — Office Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—)

Leather Products		Textiles (except clothing)		Clothing (Textile and Fur)		Wood Products		Paper Products		Printing, Publishing and Allied Industries		No.
A	B	A	B	A	B	A	B	A	B	A	B	
%	%	%	%	%	%	%	%	%	%	%	%	
80	83	94	96	54	59	80	84	98	99	87	89	34
79	82	89	91	49	54	76	80	98	98	86	88	35
1	1	5	5	5	5	4	4	—	1	1	1	36
14	12	5	3	25	21	14	11	1	—	6	6	37
6	5	1	1	21	20	6	5	1	1	7	5	38
63	66	31	29	33	36	55	58	65	64	41	43	39
51	53	29	28	27	29	53	55	57	57	37	39	40
12	13	2	1	6	7	2	3	8	7	4	4	41
29	27	59	61	43	42	31	30	29	30	48	48	42
8	7	10	10	24	22	14	12	6	6	11	9	43
92		98		91		90		97		98		44
41		42		40		28		42		42		45
63		62		63		71		66		63		46
6		1		7		8		2		1		47
2		1		2		2		1		1		48
1	—	1	—	1	—	1	—	16	—	8	—	49
2	—	—	—	7	—	1	—	15	—	12	—	50
No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	
217	159	314	224	836	494	939	615	326	283	464	406	51
2,311	2,098	7,781	7,251	6,973	5,781	8,105	6,709	16,274	15,731	18,335	16,724	52

**Table 6. — MANUFACTURING — Canada — By Industry Group — Office Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—)

No.		Iron and Steel Products		Transportation Equipment		Non-ferrous Metal Products	
		A	B	A	B	A	B
		%	%	%	%	%	%
	<b>Standard Hours Per Week</b>						
1	Under 37½ hours.....	23	23	9	9	32	33
2	37½ hours.....	48	50	29	29	37	35
3	Over 37½ hours.....	29	27	62	62	31	32
4	On a 5-day week.....	97	97	91	91	99	99
	<b>Vacations With Pay</b>						
5	Two weeks.....	99	99	99	99	99	100
6	After less than 3 years.....	95	96	96	96	97	98
7	3 years.....	3	2	1	1	1	1
8	More than 3 years.....	1	1	2	2	1	1
9	Three weeks.....	84	88	83	84	82	85
10	After less than 15 years.....	14	14	42	43	20	21
11	15 years.....	68	72	41	41	59	61
12	More than 15 years.....	2	2	—	—	3	3
13	Four weeks.....	23	24	5	5	28	29
14	After 25 years.....	21	23	4	4	27	29
15	Other.....	2	1	1	1	1	—
	<b>Paid Statutory Holidays</b>						
16	1 — 7.....	9	8	4	4	11	7
17	8.....	80	82	54	54	48	49
18	9.....	7	7	37	37	39	42
19	More than 9.....	3	3	5	5	2	2
20	None or not specified.....	1	—	—	—	—	—
	<b>Practice when Holiday falls</b>						
	on a Saturday:						
21	Working day off.....	38	37	34	33	30	27
22	Extra day's pay.....	2	2	3	3	1	1
23	No recompense.....	53	55	56	57	60	63
24	Not specified.....	7	6	7	7	9	9
	on a Sunday:						
25	Working day off.....	56	55	37	37	36	33
26	Extra day's pay.....	2	2	5	5	1	1
27	No recompense.....	37	38	55	55	57	60
28	Not specified.....	5	5	3	3	6	6
	<b>Pension Plans</b>						
29	Have plan.....	80	84	83	83	84	86
30	Employer makes contribution.....	79	82	82	82	82	85
31	No contribution or unspecified.....	1	2	1	1	2	1
32	No plan.....	15	12	12	12	11	10
33	Not specified.....	5	4	5	5	5	4

**Table 6. — MANUFACTURING — Canada — By Industry Group — Office Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—)

Electrical Apparatus and Supplies		Non-metallic Mineral Products		Products of Petroleum and Coal		Chemical Products		Miscellaneous Manufacturing		No.
A	B	A	B	A	B	A	B	A	B	
%	%	%	%	%	%	%	%	%	%	
8	7	38	41	66	67	24	24	35	37	1
60	61	33	34	20	19	57	58	38	41	2
32	32	29	25	14	14	19	18	27	22	3
100	100	92	94	100	100	99	99	99	99	4
99	99	98	99	100	100	100	100	98	99	5
96	96	95	97	100	100	100	100	95	96	6
2	2	2	1	—	—	—	—	2	2	7
1	1	1	1	—	—	—	—	1	1	8
92	94	76	78	99	100	91	92	64	68	9
8	7	31	30	92	93	33	33	7	7	10
83	85	40	43	7	7	55	56	49	54	11
1	2	5	5	—	—	3	3	8	7	12
49	51	23	22	88	89	48	50	22	25	13
28	30	20	22	3	3	38	41	19	23	14
21	21	3	—	85	86	10	9	3	2	15
2	1	12	12	—	—	14	13	12	9	16
90	91	55	56	4	4	61	61	79	82	17
7	7	23	24	92	93	20	21	5	6	18
1	1	7	6	4	3	4	4	3	3	19
—	—	3	2	—	—	1	1	1	—	20
38	37	52	54	35	34	53	53	47	45	21
2	2	2	1	1	—	2	2	13	15	22
53	54	32	34	63	65	41	41	34	35	23
7	7	14	11	1	1	4	4	6	5	24
63	63	63	64	59	59	64	65	49	48	25
1	1	2	1	1	1	2	2	13	15	26
29	29	24	25	39	40	30	30	32	32	27
7	7	11	10	1	—	4	3	6	5	28
92	94	80	85	95	96	94	95	70	73	29
91	93	80	84	94	96	90	92	69	73	30
1	1	—	1	1	—	4	3	1	—	31
5	3	16	12	5	4	4	3	23	21	32
3	3	4	3	—	—	2	2	7	6	33



**Table 6. — MANUFACTURING — Canada — By Industry Group — Office Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—)

No.		Iron and Steel Products		Transportation Equipment		Non-ferrous Metal Products	
		A	B	A	B	A	B
		%	%	%	%	%	%
	<b>Group Life Insurance Plans</b>						
34	Have plan .....	96	97	97	97	94	95
35	Employer makes contribution .....	91	92	96	96	89	90
36	No contribution or unspecified .....	5	5	1	1	5	5
37	No plan .....	3	3	2	2	3	2
38	Not specified .....	1	—	1	1	3	3
	<b>Cash Compensation for Wage Loss due to Illness</b>						
39	Have plan .....	58	58	78	78	28	27
40	Employer makes contribution .....	55	54	75	75	27	26
41	No contribution or unspecified .....	3	4	3	3	1	1
42	No plan .....	35	36	18	18	61	64
43	Not specified .....	7	6	4	4	11	9
	<b>Paid Sick Leave</b>						
44	Have paid sick leave .....	96	—	98	—	90	—
45	(a) as stated condition of employment ..	41	—	59	—	20	—
46	(b) at management discretion .....	68	—	44	—	79	—
47	No sick leave .....	2	—	2	—	2	—
48	Not specified .....	2	—	—	—	2	—
	<b>Collective Agreements</b>						
49	Percentage of reporting units having agreements .....	3	—	5	—	2	—
50	Percentage of employees covered by agreements .....	5	—	12	—	5	—
	<b>Survey Coverage</b>	No.	No.	No.	No.	No.	No.
51	Reporting units .....	1,040	786	618	578	236	164
52	Office employees .....	38,362	35,010	30,436	29,682	10,445	9,680

**Table 6. — MANUFACTURING — Canada — By Industry Group — Office Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cels. A and B. see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—)

Electrical Apparatus and Supplies		Non-metallic Mineral Products		Products of Petroleum and Coal		Chemical Products		Miscellaneous Manufacturing		No.
A	B	A	B	A	B	A	B	A	B	
%	%	%	%	%	%	%	%	%	%	
97	97	92	93	100	100	98	99	88	92	34
94	95	87	87	80	80	95	96	87	91	35
3	2	5	6	20	20	3	3	1	1	36
1	1	6	6	—	—	1	1	9	7	37
2	2	2	1	—	—	1	—	3	1	38
61	61	55	55	47	29	41	41	56	55	39
49	48	46	45	27	9	39	39	53	52	40
12	13	9	10	20	20	2	2	3	3	41
28	28	37	38	51	69	47	48	36	38	42
11	11	8	7	2	2	12	11	8	7	43
90	—	97	—	97	—	99	—	93	—	44
58	—	34	—	87	—	56	—	51	—	45
50	—	70	—	11	—	48	—	49	—	46
3	—	2	—	—	—	1	—	3	—	47
7	—	1	—	3	—	—	—	4	—	48
8	—	2	—	10	—	3	—	—	—	49
24		1	—	1	—	2	—	—	—	50
No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	
250	178	281	231	58	49	436	338	286	181	51
24,004	23,030	5,423	4,904	5,667	5,545	20,228	18,975	5,498	4,542	52

**Table 7. — MINING — Canada — Non-Office Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—)

No.		Metal Mining		Gold Mining (auriferous quartz only)		Uranium Mining		Other Metal Mining	
		A	B	A	B	A	B	A	B
	<b>Standard Hours Per Week</b>	%	%	%	%	%	%	%	%
1	Under 40 hrs under 37½ .....	—	—	—	—	—	—	—	—
2	40 hours 37½ .....	52	53	—	—	65	67	73	76
3	Over 40 hours over 37½ .....	48	47	100	100	35	33	27	24
4	On a 5-day week .....	53	55	3	3	65	67	74	78
	<b>Vacations With Pay</b>								
5	Two weeks: .....	97	98	94	94	100	100	97	99
6	After less than 3 years .....	36	35	12	12	17	15	54	55
7	3 years .....	5	5	2	2	—	—	8	9
8	More than 3 years .....	56	58	80	80	83	85	35	35
9	Three weeks: .....	47	48	28	28	4	3	73	76
10	After less than 15 years .....	8	8	3	3	4	3	12	13
11	15 years .....	28	29	1	1	—	—	53	55
12	More than 15 years .....	11	11	24	24	—	—	8	8
13	Four weeks: .....	27	28	1	1	—	—	52	54
14	After 25 years .....	21	22	1	1	—	—	40	42
15	Other .....	6	6	—	—	—	—	12	12
	<b>Paid Statutory Holidays</b>								
16	1 — 7 .....	64	65	98	98	93	94	38	36
17	8 .....	28	28	—	—	5	5	50	53
18	9 .....	5	5	—	—	1	—	8	9
19	More than 9 .....	—	—	—	—	—	—	—	—
20	None or not specified .....	3	2	2	2	1	1	4	2
	<b>Practice When Holiday Falls —</b>								
	<b>on a Saturday:-</b>								
21	Working day off .....	10	10	—	—	12	13	14	15
22	Extra day's pay .....	9	9	—	—	38	38	2	2
23	No recompense .....	40	40	10	10	23	23	60	62
24	Not specified .....	41	41	90	90	27	26	24	21
	<b>on a Sunday:</b>								
25	Working day off .....	42	42	69	69	38	38	29	29
26	Extra day's pay .....	15	15	13	13	46	46	4	3
27	No recompense .....	36	36	10	10	15	15	57	60
28	Not specified .....	7	7	8	8	1	1	10	8
	<b>Pension Plans</b>								
29	Have plan .....	48	49	35	35	—	—	72	76
30	Employer makes contribution .....	48	49	35	35	—	—	72	76
31	No contribution or unspecified .....	—	—	—	—	—	—	—	—
32	No plan .....	39	38	56	56	66	66	21	18
33	Not specified .....	13	13	9	9	34	34	7	6



**Table 7. — MINING — Canada — Non-Office Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—)

Coal Mining		Natural Gas		Crude Oil		Non-Metal Mining		Quarrying, Clay and Sand Pits		Prospecting		No.
A	B	A	B	A	B	A	B	A	B	A	B	
%	%	%	%	%	%	%	%	%	%	%	%	
1	1	—	—	5	—	—	—	—	—	1	—	1
85	87	96	98	28	41	87	95	34	42	52	74	2
14	12	4	2	67	59	13	5	66	58	41	26	3
85	87	99	98	32	41	88	95	54	62	59	81	4
99	100	98	98	92	94	98	98	71	76	96	100	5
99	100	98	98	92	94	55	58	18	16	94	100	6
—	—	—	—	—	—	28	26	36	43	—	—	7
—	—	—	—	—	—	15	14	17	17	2	—	8
5	6	98	99	45	59	82	95	53	66	69	97	9
2	3	98	99	44	59	1	1	19	24	69	97	10
3	3	—	—	1	—	81	94	23	29	—	—	11
—	—	—	—	—	—	—	—	11	13	—	—	12
—	—	42	43	29	49	61	71	16	19	53	75	13
—	—	—	—	7	12	61	71	16	19	2	—	14
—	—	42	43	22	37	—	—	—	—	51	75	15
93	93	3	—	38	35	16	12	28	29	28	22	16
—	—	1	2	6	—	15	15	43	42	11	7	17
3	3	73	75	27	42	67	71	7	9	48	68	18
1	1	23	23	—	—	—	—	7	8	1	—	19
3	3	—	—	29	23	2	2	15	12	12	3	20
3	3	—	—	17	22	4	5	22	26	44	58	21
71	73	42	43	10	15	13	9	17	20	16	23	22
13	12	57	56	30	34	67	77	24	29	7	—	23
13	12	1	1	43	29	16	9	37	25	33	19	24
7	6	1	1	26	24	39	40	44	51	66	74	25
76	78	42	43	24	31	10	9	21	22	15	23	26
11	11	57	56	24	34	49	50	21	24	7	—	27
6	5	—	—	26	11	2	1	14	3	12	3	28
88	89	96	98	57	76	62	72	61	69	69	75	29
88	89	96	98	57	76	62	72	59	67	65	68	30
—	—	—	—	—	—	—	—	2	2	4	7	31
9	8	1	2	31	18	36	25	23	25	14	3	32
3	3	3	—	12	6	2	3	16	6	17	22	33

**Table 7. — MINING — Canada — Non-Office Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—)

No.		Metal Mining		Gold Mining (auriferous quartz only)		Uranium Mining		Other Metal Mining	
		A	B	A	B	A	B	A	B
	<b>Group Life Insurance Plans</b>	%	%	%	%	%	%	%	%
34	Have plan .....	98	99	99	99	100	100	97	98
35	Employer makes contribution .....	95	96	94	94	96	96	95	97
36	No contribution or unspecified .....	3	3	5	5	4	4	2	1
37	No plan .....	2	1	1	1	—	—	3	2
38	Not specified .....	—	—	—	—	—	—	—	—
	<b>Cash Compensation for Wage Loss due to illness</b>								
39	Have plan .....	92	93	85	85	99	99	93	95
40	Employer makes contribution .....	87	88	73	73	95	95	91	94
41	No contribution or unspecified .....	5	5	12	12	4	4	2	1
42	No plan .....	6	5	13	13	1	1	4	3
43	Not specified .....	2	2	2	2	—	—	3	2
	<b>Paid Sick Leave</b>								
44	Have paid sick leave .....	5		10		1		3	
45	(a) as stated condition of employment.....	—		—		—		—	
46	(b) at management discretion.....	5		10		1		3	
47	Have no sick leave .....	93		83		98		96	
48	Not specified .....	2		7		1		1	
	<b>Shift Policy</b>								
49	Work regularly on a shift basis .....	97		94		100		96	
50	Do not work regularly on a shift basis .....	2		3		—		3	
51	Not specified .....	1		3		—		1	
52	Shift differentials paid .....	10		10		66		66	
53	Shift differentials not paid .....	82		82		34		27	
54	Not specified .....	5		2		—		3	
	<b>Collective Agreements</b>								
55	Percentage of reporting units having agreements .....	63		61		80		59	
56	Percentage of employees covered by agreements .....	75		58		75		83	
		No.	No.	No.	No.	No.	No.	No.	No.
	<b>Survey Coverage</b>								
57	Reporting units .....	14 <sup>9</sup>	127	46	46	20	17	83	64
58	Non-office employees .....	53,531	51,819	14,459	14,459	19,834	19,591	28,238	26,769

**Table 7. — MINING — Canada — Non-Office Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—)

Coal Mining		Natural Gas		Crude Oil		Non-Metal Mining		Quarrying, Clay and Sand Pits		Prospecting		No.
A	B	A	B	A	B	A	B	A	B	A	B	
%	%	%	%	%	%	%	%	%	%	%	%	
11	11	98	98	92	94	97	98	82	89	95	100	34
7	8	98	98	92	94	92	92	79	87	95	100	35
4	3	—	—	—	5	6	3	2	2	—	—	36
27	25	2	2	4	—	2	1	12	11	3	—	37
62	64	—	—	4	6	1	1	6	—	2	—	38
9	9	32	33	58	55	94	94	60	64	11	1	39
6	6	32	33	54	55	89	88	48	48	11	—	40
3	3	—	—	4	—	5	6	12	16	—	1	41
27	26	66	67	32	37	2	1	20	22	64	78	42
64	65	2	—	10	8	4	5	20	14	25	21	43
4	—	100		64		5		17		96		44
—	—	96		25		3		7		71		45
4	—	4		39		2		10		26		46
93	—	—		36		95		79		2		47
3	—	—		—		—		4		2		48
78		100		83		95		52		54		49
19		—		17		5		44		45		50
3		—		—		—		4		1		51
3		96		21		85		46		51		52
75		1		56		10		6		3		53
—		3		5		—		—		—		54
83		43		1		73		59				55
91		53		9		88		62				56
No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	
36	38	7	6	78	25	41	34	41	32	28	7	57
12,202	11,991	1,383	1,346	5,777	2,987	7,530	6,494	1,803	1,462	1,136	709	58



**Table 8 – TRANSPORTATION – Canada – Non-Office Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—)

		Air Transport				Railway Transport			
		Operating Employees		Others		Running Trades		Others	
		A	B	A	B	A	B	A	B
Standard Hours Per Week		%	%	%	%	%	%	%	%
1	Under 40 hours .....	1	1	—	—	—	—	—	—
2	40 hours .....	30	30	98	97	—	—	97	97
3	Over 40 hours .....	17	19	2	3	—	—	3	3
4	Unclassified .....	52	50	—	—	100	100	—	—
5	On a 5-day week .....	34	33	99	98	—	—	97	97
Vacations With Pay									
6	Two weeks .....	93	92	99	99	100	100	100	100
7	After less than 3 years .....	91	90	99	99	99	99	99	98
8	3 years .....	—	—	—	—	—	—	3	2
9	More than 3 years .....	2	2	—	—	1	1	—	—
10	Three weeks .....	67	65	92	92	100	100	100	100
11	After less than 15 years .....	9	10	1	2	—	—	1	1
12	15 years .....	58	55	91	90	100	100	99	99
13	More than 15 years .....	—	—	—	—	—	—	—	—
14	Four weeks .....	6	6	—	1	99	99	99	99
15	After 25 years .....	2	2	—	1	—	—	—	—
16	Other .....	4	4	—	—	99	99	99	99
Paid Statutory Holidays									
17	1 — 7 .....	18	19	4	4	—	—	96	96
18	8 .....	22	22	94	94	—	—	1	1
19	9 .....	4	4	1	1	—	—	—	—
20	More than 9 .....	3	3	1	1	—	—	—	—
21	None or not specified .....	53	52	—	—	100	100	3	3

**Table 8 – TRANSPORTATION – Canada – Non-Office Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—)

Urban and Suburban Passenger Transport				Interurban Bus and Coach Transport				Services Incidental to Water Transportation		Trucking				No.
Operating Employees		Others		Operating Employees		Others				Operating Employees		Others		
A	B	A	B	A	B	A	B	A	B	A	B	A	B	
%	%	%	%	%	%	%	%	%	%	%	%	%	%	
—	—	2	2	—	—	—	—	—	—	—	—	—	1	1
66	66	67	67	30	26	33	34	24	31	13	13	10	11	2
34	34	31	31	35	36	67	66	76	69	86	85	89	87	3
—	—	—	—	35	38	—	—	—	—	1	2	1	1	4
93	94	97	97	65	63	74	77	25	31	44	43	41	41	5
99	99	99	98	96	97	96	96	56	49	95	95	94	96	6
91	91	94	94	80	78	79	83	43	33	38	40	36	40	7
7	7	4	3	5	7	6	6	2	3	50	49	53	54	8
1	1	1	1	11	12	11	7	11	13	7	6	5	2	9
97	97	98	98	86	88	85	89	21	26	60	63	62	65	10
64	64	63	63	51	49	41	43	1	1	22	23	13	14	11
29	29	32	32	1	1	1	1	11	13	35	37	44	45	12
4	4	3	3	34	38	43	45	9	12	3	3	5	6	13
33	33	54	54	8	9	11	12	9	11	6	6	6	5	14
26	26	48	48	5	5	7	7	3	3	1	—	1	—	15
7	7	6	6	3	4	4	5	6	8	5	6	5	5	16
48	48	33	33	33	29	27	29	25	30	23	22	24	25	17
29	29	54	54	34	38	53	55	8	10	50	50	52	52	18
11	11	2	2	1	1	5	4	1	2	14	15	14	15	19
8	9	10	10	—	—	—	—	16	—	6	7	5	4	20
4	3	1	1	32	33	15	12	50	58	7	6	5	4	21

**Table 8 – TRANSPORTATION – Canada – Non-Office Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (–)

No.		Air Transport				Railway Transport			
		Operating Employees		Others		Running Trades		Others	
		A	B	A	A	A	B	A	B
		%	%	%	%	%	%	%	%
	<b>Paid Statutory Holidays (Cont'd)</b>								
	Practice when holiday falls—								
	on a Saturday:								
1	Working day off .....	26	25	98	98	—	—	9	8
2	Extra day's pay .....	5	5	1	—	—	—	53	52
3	No recompense .....	5	7	—	1	—	—	35	36
4	Not specified .....	64	63	1	1	100	100	3	4
	on a Sunday:								
5	Working day off .....	33	33	99	98	—	—	32	31
6	Extra day's pay .....	5	5	1	1	—	—	31	30
7	No recompense .....	9	11	—	1	—	—	34	36
8	Not specified .....	53	51	—	—	100	100	3	3
	<b>Pension Plans</b>								
9	Have plan .....	87	83	97	96	100	100	100	99
10	Employer makes contribution .....	86	83	96	96	100	100	100	99
11	No contribution or unspecified .....	1	—	—	1	—	—	—	—
12	No plan .....	11	13	2	3	—	—	—	1
13	Not specified .....	2	4	1	1	—	—	—	—
	<b>Group Life Insurance Plans</b>								
14	Have plan .....	94	90	99	98	4	—	100	99
15	Employer makes contribution .....	82	79	79	79	4	—	99	99
16	No contribution or unspecified .....	12	11	20	19	—	—	1	—
17	No plan .....	5	7	1	1	96	100	—	1
18	Not specified .....	1	3	—	1	—	—	—	—

**Table 8 – TRANSPORTATION – Canada – Non-Office Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—)

Urban and Suburban Passenger Transport				Interurban Bus and Coach Transport				Services Incidental to Water Transportation		Trucking				No.
Operating Employees		Others		Operating Employees		Others				Operating Employees		Others		
A	B	A	B	A	B	A	B	A	B	A	B	A	B	
%	%	%	%	%	%	%	%	%	%	%	%	%	%	
18	18	6	6	—	—	—	—	—	—	18	17	12	12	1
39	39	38	39	14	8	20	21	—	—	11	10	9	8	2
33	33	54	54	64	70	67	69	16	19	26	28	36	39	3
10	10	2	1	22	22	13	10	84	81	45	45	43	41	4
40	40	51	51	3	1	4	4	5	5	47	49	37	39	5
39	39	37	37	17	12	22	23	23	9	20	17	15	14	6
16	16	11	11	63	70	64	66	17	20	23	24	39	39	7
5	5	1	1	17	17	10	7	55	66	10	10	9	8	8
94	94	96	96	39	39	33	35	52	56	13	13	15	15	9
93	94	96	96	36	37	33	35	52	56	12	12	14	15	10
1	—	—	—	3	2	—	—	—	—	1	1	1	—	11
3	3	1	1	51	56	20	16	45	43	59	59	64	65	12
3	3	3	3	10	5	47	49	3	1	28	28	21	20	13
77	77	53	53	81	91	95	95	46	48	83	84	80	80	14
75	75	53	53	81	91	95	95	45	47	76	77	74	74	15
2	2	—	—	—	—	—	—	1	1	7	7	6	6	16
23	23	46	46	7	6	4	4	45	43	12	11	15	15	17
—	—	1	1	12	3	1	1	9	9	5	5	5	5	18



Table 8 - TRANSPORTATION - Canada - Non-Office Employees

- Concluded -

		Air Transport				Railway Transport			
		Operating Employees		Others		Running Trades		Others	
		A	B	A	B	A	B	A	B
		%	%	%	%	%	%	%	%
<b>Cash Compensation for Wage Loss due to Illness</b>									
1	Have plan .....	24	24	4	4	4	—	97	97
2	Employer makes contribution .....	23	22	4	4	4	—	97	97
3	No contribution or unspecified .....	1	2	—	—	—	—	—	—
4	No plan .....	68	66	92	92	96	100	3	3
5	Not specified .....	8	10	4	4	—	—	—	—
<b>Paid Sick Leave</b>									
6	Have paid sick leave .....	96		98		3		7	
7	(a) As stated condition of employment .....	44		26		—		—	
8	(b) At management discretion .....	58		72		3		7	
9	No sick leave .....	4		2		97		91	
10	Not specified .....	—		—		—		2	
<b>Shift Policy</b>									
11	Work regularly on a shift basis .....	69				99		47	
12	Do not work regularly on a shift basis ....	31				1		53	
13	Not specified .....	—				—		—	
14	Shift differentials paid .....	65				—		7	
15	Shift differentials not paid .....	4				59		40	
16	Not specified .....	—				40		—	
<b>Collective Agreements</b>									
17	Percentage of reporting units having agreements .....								
18	Percentage of employees covered by agreements .....	* 81				* 96			
<b>Survey Coverage</b>		No.	No.	No.	No.	No. A	No. B	No. A	No. B
19	Reporting units .....	51	107	53		37			
20	Non-office employees .....	3,670	3,876	7,836	7,904	29,746	28,672	93,010	88,898

\* This figure refers to operating employees and others combined.

Table 8 – TRANSPORTATION – Canada – Non-Office Employees

– Concluded –

Urban and Suburban Passenger Transport				Interurban Bus and Coach Transport				Services Incidental to Water Transportation		Trucking				No.
Operating Employees		Others		Operating Employees		Others				Operating Employees		Others		
A	B	A	B	A	B	A	B	A	B	A	B	A	B	
%	%	%	%	%	%	%	%	%	%	%	%	%	%	
65	65	61	61	71	78	89	88	35	35	66	67	56	55	1
64	64	61	60	70	78	89	88	35	35	56	55	45	43	2
1	1	—	1	1	—	—	—	—	—	10	12	11	12	3
30	31	35	35	20	22	11	11	52	52	26	26	38	39	4
5	4	4	4	9	—	—	1	13	13	8	7	6	6	5
40		43		9		12		10		18		21		6
38		40		9		6		6		4		4		7
1		3		2		7		5		14		18		8
46		56		81		85		87		80		77		9
14		1		10		3		3		2		2		10
69				54				8		43				11
30				41				60		55				12
1				5				32		2				13
23				44				6		15				14
46				10				1		26				15
—				—				1		2				16
*				*				84		*				17
94				77				95		64				18

No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
47	47	41	41	43	45	34	38	61	52	393	423	296	287	19
11,801	11,749	5,003	4,995	2,334	2,137	890	858	15,077	12,154	14,185	12,562	5,168	4,779	20

\* This figure refers to operating employees and others combined.

**Table 9. — TRANSPORTATION — Canada — Office Employees**

All percentages in this table (with the exception of that dealing with reporting units under, Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanations of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—)

No.		Air Transportation		Railway Transportation		Services Incidental to Water Transportation		Trucking		Urban and Suburban Passenger Transportation		Interurban Bus and Coach Transportation	
		A	B	A	B	A	B	A	B	A	B	A	B
	<b>Standard Hours Per Week</b>	%	%	%	%	%	%	%	%	%	%	%	%
1	Under 37½ hours .....	5	5	1	—	26	27	15	15	47	47	9	8
2	37½ hours .....	17	16	19	19	27	28	27	28	52	52	62	62
3	Over 37½ hours .....	78	79	80	81	47	45	58	57	1	1	29	30
4	On a 5-day week .....	99	98	100	100	47	49	80	80	98	99	81	80
	<b>Vacations With Pay</b>												
5	Two weeks .....	99	99	100	100	82	81	99	99	99	99	98	99
6	After less than 3 years .....	99	99	92	92	80	79	88	89	99	99	95	95
7	3 years .....	—	—	8	8	—	—	7	7	—	—	—	1
8	More than 3 years .....	—	—	—	—	2	2	4	3	—	—	3	3
9	Three weeks .....	89	88	100	100	79	78	54	55	99	99	87	87
10	After less than 15 years .....	12	12	1	1	72	70	23	25	85	85	34	34
11	15 years .....	77	76	99	99	7	8	25	24	12	12	—	—
12	More than 15 years .....	—	—	—	—	—	—	6	6	2	2	53	53
13	Four weeks .....	1	1	99	100	25	24	5	4	32	32	2	2
14	After 25 years .....	1	1	—	—	21	22	1	—	28	28	—	—
15	Other .....	—	—	99	100	4	2	4	4	4	4	2	2
	<b>Paid Statutory Holidays</b>												
16	1-7 .....	8	9	99	99	43	42	13	13	1	1	10	12
17	8 .....	88	87	1	1	8	6	49	47	34	33	70	69
18	9 .....	3	3	—	—	12	15	23	25	1	1	12	12
19	More than 9 .....	1	1	—	—	33	32	12	12	64	65	6	6
20	None or not specified .....	—	—	—	—	4	5	3	3	—	—	2	1
	<b>Practice when holiday falls—</b>												
	on a Saturday:												
21	Working day off .....	95	94	47	46	23	23	30	30	11	11	12	12
22	Extra day's pay .....	1	1	36	37	—	—	4	3	3	3	—	—
23	No recompense .....	3	4	16	16	30	29	43	43	85	85	81	81
24	Not specified .....	1	1	1	1	47	48	23	24	1	1	7	7
	on a Sunday:												
25	Working day off .....	97	96	50	48	58	55	50	51	40	40	17	19
26	Extra day's pay .....	—	—	35	36	2	2	6	5	2	2	—	—
27	No recompense .....	2	2	15	16	29	29	38	37	57	57	76	76
28	Not specified .....	1	2	—	—	11	14	6	7	1	1	7	5

Table 9. - TRANSPORTATION - Canada - Office Employee

- Concluded -

No.		Air Transportation		Railway Transportation		Services Incidental to Water Transportation		Trucking		Urban and Suburban Passenger Transportation		Interurban Bus and Coach Transportation	
		A	B	A	B	A	B	A	B	A	B	A	B
	<b>Pension Plans</b>	%	%	%	%	%	%	%	%	%	%	%	%
31	Have plan .....	96	94	100	100	92	92	39	40	51	51	82	81
32	Employer makes contribution .....	95	94	100	100	92	92	38	39	51	51	82	81
33	No contribution or unspecified .....	1	—	—	—	—	—	1	1	—	—	—	—
34	No plan .....	4	5	—	—	3	2	45	44	1	1	14	14
35	Not specified .....	—	1	—	—	5	6	16	16	48	48	4	5
	<b>Group Life Insurance Plans</b>												
36	Have plan .....	99	97	100	100	84	83	86	87	23	23	93	94
37	Employer makes contribution .....	83	82	100	100	81	81	85	85	23	23	93	94
38	No contribution or unspecified .....	16	15	—	—	3	2	1	2	—	—	—	—
39	No plan .....	1	2	—	—	2	4	10	10	30	30	7	6
40	Not specified .....	—	1	—	—	14	13	4	3	47	47	—	—
	<b>Cash Compensation for Wage Loss due to Illness</b>												
41	Have plan .....	10	10	59	59	9	8	59	60	6	6	78	78
42	Employer makes contribution .....	10	9	59	59	7	7	48	48	6	6	78	78
43	No contribution or unspecified .....	—	1	—	—	2	1	11	12	—	—	—	—
44	No plan .....	87	87	40	41	36	37	32	32	92	92	22	21
45	Not specified .....	3	3	1	—	55	55	9	8	2	2	—	1
	<b>Paid Sick Leave</b>												
46	Have paid sick leave .....	100		57		98		91		100		77	
47	(a) as stated condition of employment .....	27		16		37		25		82		4	
48	(b) at management discretion ..	74		57		63		79		18		75	
49	Have no sick leave .....	—		36		2		8		—		20	
50	Not specified .....	—		7		—		1		—		3	
	<b>Collective Agreements</b>												
51	Percentage of reporting units having agreements .....	11		70		8		4		32		19	
52	Percentage of employees covered by agreements .....	7		63		4		2		35		8	
		No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
	<b>Survey Coverage</b>												
53	Reporting units .....	70	107	30	20	62	62	389	398	44	44	37	41
54	Office employees .....	3,940	3,981	35,894	35,070	1,533	1,504	4,704	4,438	3,863	3,861	759	767



**Table 10. — STORAGE — Canada — Non-Office Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash, (—)

No.		Grain Elevators		Storage and Warehousing	
		A	B	A	B
		%	%	%	%
	<b>Standard Hours Per Week</b>				
1	Under 40 hours .....	1	1	—	—
2	40 hours.....	53	53	68	70
3	Over 40 hours .....	46	46	32	30
4	On a 5-day week.....	54	54	77	75
	<b>Vacations With Pay</b>				
5	Two weeks .....	95	95	98	100
6	After less than 3 years .....	86	86	55	56
7	3 years.....	3	3	37	38
8	More than 3 years .....	6	6	6	6
9	Three weeks.....	54	53	81	79
10	After less than 15 years .....	16	16	45	42
11	15 years .....	30	29	25	24
12	More than 15 years.....	8	8	11	13
13	Four weeks.....	2	2	13	13
14	After 25 years .....	—	—	12	12
15	Other .....	2	2	1	1
	<b>Paid Statutory Holidays</b>				
16	1 - 7 .....	9	9	25	24
17	8 .....	37	38	24	23
18	9 .....	31	30	27	28
19	More than 9 .....	23	23	24	24
20	None or not specified .....	—	—	—	1
	<b>Practice When Holiday Falls —</b>				
	on a Saturday:				
21	Working day off.....	17	17	15	17
22	Extra day's pay .....	19	18	2	1
23	No recompense.....	53	54	43	40
24	Not specified .....	11	11	40	42
	on a Sunday:				
25	Working day off.....	45	46	24	26
26	Extra day's pay .....	17	16	8	8
27	No recompense .....	32	32	44	43
28	Not specified .....	6	6	24	23

Table 10. - STORAGE - Canada - Non-Office Employees

- Concluded -

No.		Grain Elevators		Storage and Warehousing	
		A	B	A	B
		%	%	%	%
	<b>Pension Plans</b>				
29	Have plan .....	99	99	45	51
30	Employer makes contribution .....	98	98	43	49
31	No contribution or unspecified .....	1	1	2	2
32	No plan .....	1	1	51	46
33	Not specified .....	-	-	4	3
	<b>Group Life Insurance Plans</b>				
34	Have plan .....	95	95	73	74
35	Employer makes contribution .....	91	91	67	68
36	No contribution or unspecified .....	4	4	6	6
37	No plan .....	4	4	26	25
38	Not specified .....	1	1	1	1
	<b>Cash Compensation for Wage Loss due to Illness</b>				
39	Have plan .....	21	20	52	53
40	Employer makes contribution .....	18	17	45	45
41	No contribution or unspecified .....	3	3	7	8
42	No plan .....	69	69	42	41
43	Not specified .....	10	11	6	6
	<b>Paid Sick Leave</b>				
44	Have paid sick leave .....	82		42	
45	(a) as stated condition of employment ....	6		27	
46	(b) at management discretion .....	76		17	
47	Have no sick leave .....	17		54	
48	Not specified .....	1		4	
	<b>Shift Policy</b>				
49	Work regularly on a shift basis .....	19		22	
50	Do not work regularly on a shift basis .....	71		74	
51	Not specified .....	10		4	
52	Shift differentials paid .....	19		12	
53	Shift differentials not paid .....	-		3	
54	Not specified .....	-		7	
	<b>Collective Agreements</b>				
55	Percentage of reporting units having Agreements .....	58		69	
56	Percentage of employees covered by Agreements .....	43		61	
		No.	No.	No.	No.
	<b>Survey Coverage</b>				
57	Reporting units .....	57	61	48	46
58	Non-office employees .....	3,877	3,858	1,678	1,484

**Table 11. – STORAGE – Canada – Office Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (–)

		Grain Elevators		Storage and Warehousing	
No.		A	B	A	B
		%	%	%	%
	<b>Standard Hours Per Week</b>				
1	Under 37½ hours .....	70	70	21	30
2	37½ hours .....	21	21	50	40
3	Over 37½ hours .....	9	9	29	30
4	On a 5-day week .....	93	94	85	87
	<b>Vacations With Pay</b>				
5	Two weeks .....	90	90	97	95
6	After less than 3 years .....	90	90	88	94
7	3 years .....	–	–	8	1
8	More than 3 years .....	–	–	1	–
9	Three weeks .....	77	76	80	75
10	After less than 15 years .....	54	53	63	61
11	15 years .....	23	23	16	12
12	More than 15 years .....	–	–	1	2
13	Four weeks .....	12	12	11	11
14	After 25 years .....	11	11	8	9
15	Other .....	1	1	3	2
	<b>Paid Statutory Holidays</b>				
16	1 - 7 .....	2	2	14	10
17	8 .....	26	27	19	18
18	9 .....	19	18	25	27
19	More than 9 .....	53	53	42	44
20	None or not specified .....	–	–	–	1
	<b>Practice When Holiday Falls–</b>				
	<b>on a Saturday:</b>				
21	Working day off .....	27	26	9	12
22	Extra day's pay .....	–	–	1	2
23	No recompense .....	62	63	51	46
24	Not specified .....	11	11	39	40
	<b>on a Sunday:</b>				
25	Working day off .....	54	54	22	21
26	Extra day's pay .....	1	1	3	5
27	No recompense .....	44	44	45	47
28	Not specified .....	1	1	30	27

Table 11 – STORAGE – Canada – Office Employees

– Concluded –

No.		Grain Elevators		Storage and Warehousing	
		A	B	A	B
	<b>Pension Plans</b>	%	%	%	%
29	Have plan .....	100	100	63	65
30	Employer makes contribution .....	100	99	60	61
31	No contribution or unspecified .....	—	1	3	4
32	No plan .....	—	—	33	31
33	Not specified .....	—	—	4	4
	<b>Group Life Insurance Plans</b>				
34	Have plan .....	97	96	80	79
35	Employer makes contribution .....	95	94	75	73
36	No contribution or unspecified .....	2	2	5	6
37	No plan .....	2	2	20	19
38	Not specified .....	1	2	—	2
	<b>Cash Compensation for Wage Loss due to Illness</b>				
39	Have plan .....	8	8	52	60
40	Employer makes contribution .....	6	5	47	53
41	No contribution or unspecified .....	2	3	5	7
42	No plan .....	71	71	42	33
43	Not specified .....	21	21	6	7
	<b>Paid Sick Leave</b>				
44	Have paid sick leave .....	100		95	
45	(a) as stated condition of employment .....	22		51	
46	(b) at management discretion .....	82		57	
47	No sick leave .....	—		5	
48	Not specified .....	—		—	
	<b>Collective Agreements</b>				
49	Percentage of reporting units having Agreements .....	4		—	
50	Percentage of employees covered by Agreements .....	9		—	
		No.	No.	No.	No.
	<b>Survey Coverage</b>				
51	Reporting units .....	53	56	46	45
52	Office Employees .....	931	934	603	447



**Table 12. – PUBLIC UTILITIES and COMMUNICATIONS – Canada – Non-Office Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—).

No.		Electric Power, Gas and Water Utilities		Telephone Communication		Radio and T.V.	
		A	B	A	B	A	B
		%	%	%	%	%	%
	<b>Standard Hours Per Week</b>						
1	Under 40 hours	—	—	6	6	10	11
2	40 hours .....	86	87	91	92	79	78
3	Over 40 hours .....	14	13	3	2	11	11
4	On a 5-day week .....	98	98	100	100	77	75
	<b>Vacation With Pay</b>						
5	Two weeks .....	88	88	85	85	36	38
6	After less than 3 years .....	81	81	85	85	34	36
7	3 years .....	5	5	—	—	—	—
8	More than 3 years .....	2	2	—	—	2	2
9	Three weeks .....	96	96	97	97	82	80
10	After less than 15 years .....	60	60	42	42	82	80
11	15 years .....	19	19	55	55	—	—
12	More than 15 years .....	17	17	—	—	—	—
13	Four weeks .....	58	58	76	77	1	1
14	After 25 years .....	38	38	9	9	—	—
15	Other .....	20	20	67	68	1	1
	<b>Paid Statutory Holidays</b>						
16	1 - 7 .....	6	6	2	2	12	12
17	8 .....	12	12	55	55	8	8
18	9 .....	47	47	31	31	8	8
19	More than 9 .....	33	33	12	12	63	62
20	None or not specified .....	2	2	—	—	9	10
	<b>Practice When Holiday Falls—</b>						
	on a Saturday:						
21	Working day off .....	18	17	2	2	8	8
22	Extra day's pay .....	20	20	9	9	62	60
23	No recompense .....	58	59	83	83	11	11
24	Not specified .....	4	4	6	6	19	21
	on a Sunday:						
25	Working day off .....	31	30	83	83	81	79
26	Extra day's pay .....	17	17	9	9	4	4
27	No recompense .....	48	49	4	4	9	10
28	Not specified.....	4	4	4	4	6	7

Table 12. — PUBLIC UTILITIES and COMMUNICATIONS — Canada — Non-Office Employees

— Concluded —

No.		Electric Power, Gas and Water Utilities		Telephone Communications		Radio and T.V.	
		A	B	A	B	A	B
	<b>Pension Plans</b>	%	%	%	%	%	%
29	Have plan .....	95	96	98	98	83	81
30	Employer makes contribution .....	92	93	98	98	83	81
31	No contribution or unspecified .....	3	3	—	—	—	—
32	No plan .....	3	2	2	2	13	14
33	Not specified .....	2	2	—	—	4	5
	<b>Group Life Insurance Plans</b>						
34	Have plan .....	95	95	84	84	94	93
35	Employer makes contribution .....	91	91	84	84	34	34
36	No contribution or unspecified .....	4	4	—	—	60	59
37	No plan .....	1	—	8	8	4	5
38	Not specified .....	4	5	8	8	2	2
	<b>Cash Compensation for Wage Loss due to Illness</b>						
39	Have plan .....	31	30	36	36	15	16
40	Employer makes contribution .....	28	28	36	36	15	16
41	No contribution or unspecified .....	3	2	—	—	—	—
42	No plan .....	57	58	63	63	76	75
43	Not specified .....	12	12	1	1	9	9
	<b>Paid Sick Leave</b>						
44	Have paid sick leave .....	86		90		98	
45	(a) as stated condition of employment ....	70		69		74	
46	(b) at management discretion .....	19		30		28	
47	No sick leave .....	14		6		1	
48	Not specified .....	—		4		1	
	<b>Shift Policy</b>						
49	Work regularly on a shift basis .....	84		96		21	
50	Do not work regularly on a shift basis .....	15		—		74	
51	Not specified .....	1		4		5	
52	Shift differentials paid .....	58		85		—	
53	Shift differentials not paid .....	25		3		18	
54	Not specified .....	1		8		3	
	<b>Collective Agreements</b>						
55	Percentage of reporting units having Agreements .....	75		69		19	
56	Percentage of employees covered by Agreements .....	75		85		66	
		No.	No.	No.	No.	No.	No.
	<b>Survey Coverage</b>						
57	Reporting units .....	190	156	52	44	98	125
53	Non-office employees .....	27,472	26,731	31,220	31,013	5,560	5,722

**Table 13. — PUBLIC UTILITIES and COMMUNICATIONS — Canada — Office Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—).

No.		Electric Power, Gas and Water Utilities		Telephone Communication		Radio and T.V.	
		A	B	A	B	A	B
		%	%	%	%	%	%
	<b>Standard Hours Per Week</b>						
1	Under 37½ hours .....	31	31	2	1	78	76
2	37½ hours .....	62	63	92	93	2	3
3	Over 37½ hours .....	7	6	6	6	20	21
4	On a 5-day week .....	99	100	100	100	82	80
	<b>Vacations With Pay</b>						
5	Two weeks .....	91	91	93	93	31	34
6	After less than 3 years .....	91	91	93	93	31	34
7	3 years .....	—	—	—	—	—	—
8	More than 3 years .....	—	—	—	—	—	—
9	Three weeks .....	98	98	98	99	83	81
10	After less than 15 years .....	62	61	19	19	81	79
11	15 years .....	17	17	79	80	2	2
12	More than 15 years .....	19	20	—	—	—	—
13	Four weeks .....	67	68	89	89	4	4
14	After 25 years .....	46	46	6	5	2	2
15	Other .....	21	22	83	84	2	2
	<b>Paid Statutory Holidays</b>						
16	1 - 7 .....	5	5	—	—	6	8
17	8 .....	5	5	79	79	11	11
18	9 .....	51	51	7	7	9	9
19	More than 9 .....	39	39	14	14	71	68
20	None or not specified .....	—	—	—	—	3	4
	<b>Practice When Holiday Falls—</b>						
	on a Saturday:						
21	Working day off .....	19	19	1	1	10	10
22	Extra day's pay .....	5	5	2	2	—	—
23	No recompense .....	74	74	95	95	11	12
24	Not specified .....	2	2	2	2	79	78
	on a Sunday:						
25	Working day off .....	32	32	92	92	19	20
26	Extra day's pay .....	5	5	2	2	2	1
27	No recompense .....	61	61	4	4	10	12
28	Not specified .....	2	2	2	2	69	67

Table 13. – PUBLIC UTILITIES and COMMUNICATIONS – Canada – Office Employees

– Concluded –

No.		Electric Power, Gas and Water Utilities		Telephone Communication		Radio and T.V.	
		A	B	A	B	A	B
	<b>Pension Plans</b>	%	%	%	%	%	%
29	Have plan .....	98	99	100	100	86	83
30	Employer makes contribution .....	97	97	100	100	86	83
31	No contribution or unspecified .....	1	2	—	—	—	—
32	No plan .....	1	1	—	—	8	9
33	Not specified .....	1	—	—	—	6	8
	<b>Group Life Insurance Plans</b>						
34	Have plan .....	99	99	90	90	93	91
35	Employer makes contribution .....	97	97	90	90	27	28
36	No contribution or unspecified .....	2	2	—	—	66	63
37	No plan .....	—	—	5	5	3	4
38	Not specified .....	1	1	5	5	4	5
	<b>Cash Compensation for Wage Loss due to Illness</b>						
39	Have plan .....	24	23	16	16	12	13
40	Employer makes contribution .....	21	20	16	16	11	11
41	No contribution or unspecified .....	3	3	—	—	1	2
42	No plan .....	64	65	84	84	78	76
43	Not specified .....	12	12	—	—	10	11
	<b>Paid Sick Leave</b>						
44	Have paid sick leave .....	92		96		99	
45	(a) as stated condition of employment .....	78		87		79	
46	(b) at management discretion .....	17		15		23	
47	No sick leave .....	8		2		—	
48	Not specified .....	—		2		1	
	<b>Collective Agreements</b>						
49	Percentage of reporting units having Agreements .....	33		62		12	
50	Percentage of employees covered by Agreements .....	36		54		37	
		No.	No.	No.	No.	No.	No.
	<b>Survey Coverage</b>						
51	Reporting units .....	174	139	53	45	109	146
52	Office Employees .....	18,700	18,405	21,460	21,382	5,702	5,936



**Table 14. – MUNICIPAL PUBLIC WORKS DEPARTMENTS – Canada – Non-Office Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—).

		Municipal Public Works Departments	
No.		A	B
		%	%
	<b>Standard Hours Per Week</b>		
1	Under 40 hours .....	—	—
2	40 hours .....	85	85
3	Over 40 hours .....	15	15
4	On a 5-day week .....	88	87
	<b>Vacations With Pay</b>		
5	Two weeks .....	95	95
6	After less than 3 years .....	83	83
7	3 years .....	7	7
8	More than 3 years .....	5	5
9	Three weeks .....	96	96
10	After less than 15 years .....	73	74
11	15 years .....	21	20
12	More than 15 years .....	2	2
13	Four weeks .....	46	46
14	After 25 years .....	23	23
15	Other .....	23	23
	<b>Paid Statutory Holidays</b>		
16	1 - 7 .....	2	2
17	8 .....	9	9
18	9 .....	16	16
19	More than 9 .....	72	72
20	None or not specified .....	1	1
	<b>Practice When Holiday Falls—</b>		
	on a Saturday:		
21	Working day off .....	21	21
22	Extra day's pay .....	9	9
23	No recompense .....	50	50
24	Not specified .....	20	20
	on a Sunday:		
25	Working day off .....	38	38
26	Extra day's pay .....	11	11
27	No recompense .....	39	39
28	Not specified .....	12	12

Table 14. - MUNICIPAL PUBLIC WORKS DEPARTMENTS - Canada - Non-Office Employees

		Municipal Public Works Departments	
No.		A	B
	<b>Pension Plans</b>	%	%
29	Have plan .....	96	96
30	Employer makes contribution .....	95	95
31	No contribution or unspecified .....	1	1
32	No plan .....	3	3
33	Not specified .....	1	1
	<b>Group Life Insurance Plans</b>		
34	Have plan .....	64	64
35	Employer makes contribution .....	59	59
36	No contribution or unspecified .....	5	5
37	No plan .....	25	25
38	Not specified .....	11	11
	<b>Cash Compensation for Wage Loss due to Illness</b>		
39	Have plan .....	32	32
40	Employer makes contribution .....	30	30
41	No contribution or unspecified .....	2	2
42	No plan .....	44	44
43	Not specified .....	24	24
	<b>Paid Sick Leave</b>		
44	Have paid sick leave .....	83	
45	(a) as stated condition of employment .....	79	
46	(b) at management discretion .....	4	
47	No sick leave .....	14	
48	Not specified .....	3	
	<b>Shift Policy</b>		
49	Work regularly on a shift basis .....	64	
50	Do not work regularly on a shift basis .....	25	
51	Not specified .....	11	
52	Shift differentials paid .....	45	
53	Shift differentials not paid .....	12	
54	Not specified .....	7	
	<b>Collective Agreement</b>		
55	Percentage of reporting units having Agreements .....	78	
56	Percentage of employees covered by Agreements .....	88	
		<b>No.</b>	<b>No.</b>
	<b>Survey Coverage</b>		
57	Reporting units .....	168	173
58	Non-office employees .....	22,645	22,644

**Table 15. – MUNICIPAL WORKS DEPARTMENTS – Canada – Office Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—).

		Municipal Public Works Departments	
No.		A	B
	Standard Hours Per Week	%	%
1	Under 37½ hours .....	88	88
2	37½ hours .....	7	7
3	Over 37½ hours .....	5	5
4	On a 5-day week .....	98	98
	Vacations With Pay		
5	Two weeks .....	99	99
6	After less than 3 years .....	98	98
7	3 years .....	—	—
8	More than 3 years .....	1	1
9	Three weeks .....	97	97
10	After less than 15 years .....	83	83
11	15 years .....	13	13
12	More than 15 years .....	1	1
13	Four weeks .....	79	79
14	After 25 years .....	48	48
15	Other .....	31	31
	Paid Statutory Holidays		
16	1 - 7 .....	—	—
17	8 .....	3	3
18	9 .....	7	7
19	More than 9 .....	89	89
20	None or not specified .....	1	1
	Practice When Holiday Falls—		
	on a Saturday:		
21	Working day off .....	35	35
22	Extra day's pay .....	2	2
23	No recompense .....	36	36
24	Not specified .....	27	27
	on a Sunday:		
25	Working day off .....	53	53
26	Extra day's pay .....	1	1
27	No recompense .....	18	18
28	Not specified .....	28	28

Table 15. — MUNICIPAL WORKS DEPARTMENTS — Canada — Office Employees

— Concluded —

		Municipal Public Works Department	
No.		A	B
	<b>Pension Plans</b>	%	%
29	Have plan .....	98	98
30	Employer makes contribution .....	98	97
31	No contribution or unspecified .....	—	1
32	No plan .....	1	2
33	Not specified .....	1	—
	<b>Group Life Insurance Plans</b>		
34	Have plan .....	62	62
35	Employer makes contribution .....	50	50
36	No contribution or unspecified .....	12	12
37	No plan .....	37	37
38	Not specified .....	1	1
	<b>Cash Compensation for Wage Loss due to Illness</b>		
39	Have plan .....	17	17
40	Employer makes contribution .....	16	16
41	No contribution or unspecified .....	1	1
42	No plan .....	68	68
43	Not specified .....	15	15
	<b>Paid Sick Leave</b>		
44	Have paid sick leave .....	98	
45	(a) as stated condition of employment.....	93	
46	(b) at management discretion .....	6	
47	No sick leave.....	2	
48	Not specified .....		
	<b>Collective Agreements</b>		
49	Percentage of reporting units having Agreements .....	43	
50	Percentage of employees covered by Agreements .....	82	
		No.	No.
	<b>Survey Coverage</b>		
51	Reporting units .....	151	158
52	Office Employees .....	9,484	9,514



Table 16. - SERVICE - Canada - Non-Office Employees

- Concluded -

No.		Hotels		Restaurants		Laundries and Dry Cleaning	
		A	B	A	B	A	B
	Standard Hours Per Week	%	%	%	%	%	%
1	Under 40 hours .....	—	—	5	6	2	2
2	40 hours .....	40	51	19	21	31	31
3	Over 40 hours .....	59	49	75	73	67	67
4	On a 5-day week .....	41	49	26	28	67	72
	Vacations With Pay						
5	Two weeks .....	90	93	75	81	73	80
6	After less than 3 years .....	68	69	56	61	27	28
7	3 years .....	17	20	6	7	19	24
8	More than 3 years .....	5	4	13	13	27	28
9	Three weeks .....	46	57	27	35	29	36
10	After less than 15 years .....	16	15	19	24	9	11
11	15 years .....	30	42	—	—	11	14
12	More than 15 years .....	—	—	8	11	9	11
13	Four weeks .....	2	2	14	21	2	3
14	After 25 years .....	—	—	6	9	2	3
15	Other .....	2	2	8	12	—	—
	Paid Statutory Holidays						
16	1 - 7 .....	62	70	43	46	40	40
17	8 .....	13	12	9	7	24	23
18	9 .....	7	6	6	9	17	21
19	More than 9 .....	2	1	4	5	3	3
20	None or not specified .....	16	11	38	33	16	13
	Practice when holiday falls—						
	on a Saturday:						
21	Working day off .....	23	30	4	4	12	9
22	Extra day's pay .....	6	7	5	7	8	8
23	No recompense .....	18	18	23	20	42	48
24	Not specified .....	53	45	68	69	38	35
25	on a Sunday:						
25	Working day off .....	38	46	17	17	29	28
26	Extra day's pay .....	17	14	10	11	12	12
27	No recompense .....	19	19	22	20	36	37
28	Not specified .....	26	21	51	52	23	23

**Table 16. — SERVICE — Canada — Non-Office Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash —

No.		Hotels		Restaurants		Laundries and Dry Cleaning	
		A	B	A	B	A	B
		%	%	%	%	%	%
	<b>Pension Plans</b>						
29	Have plan .....	38	52	32	46	16	20
30	Employer makes contribution .....	36	49	31	45	13	16
31	No contribution or unspecified .....	2	3	1	1	3	4
32	No plan .....	41	29	48	41	62	60
33	Not specified .....	21	19	20	13	22	20
	<b>Group Life Insurance Plans</b>						
34	Have plan .....	69	79	46	55	57	61
35	Employer makes contribution .....	67	78	43	53	48	51
36	No contribution or unspecified .....	2	1	3	2	9	10
37	No plan .....	22	16	39	33	29	23
38	Not specified .....	9	5	15	12	14	16
	<b>Cash Compensation for Wage Loss due to Illness</b>						
39	Have plan .....	56	61	17	16	40	42
40	Employer makes contribution .....	54	59	15	15	35	37
41	No contribution or unspecified .....	2	2	2	1	5	5
42	No plan .....	28	23	61	66	39	36
43	Not specified .....	16	16	22	18	21	22
	<b>Paid Sick Leave</b>						
44	Have paid sick leave .....	52		61		49	
45	as stated condition of employment .....	14		9		7	
46	at management discretion .....	41		57		44	
47	Have no sick leave .....	43		33		49	
48	Not specified .....	5		6		2	
	<b>Shift Policy</b>						
49	Work regularly on a shift basis .....	79		56		5	
50	Do not regularly on a shift basis .....	19		40			
51	Not specified .....	2		4		65	
52	Shift differentials paid .....	4		8		30	
53	Shift differentials not paid .....	74		45		2	
54	Not specified .....	1		3		1	
	<b>Collective Agreements</b>						
55	Percentage of reporting units having Agreements .....	46		11		18	
56	Percentage of employees covered by Agreements .....	54		10		23	
	<b>Survey Coverage</b>	No.	No.	No.	No.	No.	No.
57	Reporting units .....	370	185	417	252	282	155
58	Non-office employees .....	21,833	14,721	17,598	11,415	14,138	10,322

**Table 17. — TRADE — Canada — Non-Office Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—).

No.		Wholesale Trade		Retail Trade			
				Sales Employees		Others (1)	
		A	B	A	B	A	B
		%	%	%	%	%	%
	<b>Standard Hours Per Week</b>						
1	Under 40 hours .....	8	7	13	15	12	14
2	40 hours .....	46	54	36	40	52	62
3	Over 40 hours .....	45	39	51	45	36	24
4	On a 5-day week .....	70	73	67	75	69	82
	<b>Vacations With Pay</b>						
5	Two weeks .....	94	98	97	99	93	97
6	After less than 3 years .....	79	84	94	98	85	92
7	3 years .....	5	6	1	—	1	1
8	More than 3 years .....	10	8	2	1	7	4
9	Three weeks .....	57	67	79	89	72	86
10	After less than 15 years .....	27	31	48	54	55	67
11	15 years .....	20	23	27	30	12	14
12	More than 15 years .....	10	13	4	5	5	5
13	Four weeks .....	18	23	48	56	56	71
14	After 25 years .....	7	8	18	21	24	31
15	Other .....	11	15	30	35	32	40
	<b>Paid Statutory Holidays</b>						
16	1 - 7 .....	18	16	15	12	18	12
17	8 .....	27	26	21	21	23	23
18	9 .....	33	38	38	40	34	39
19	More than 9 .....	13	14	14	16	16	18
20	None or not specified .....	9	6	12	11	9	8
	<b>Practice When Holiday Falls—</b>						
	on a Saturday:						
21	Working day off .....	25	26	30	35	38	47
22	Extra day's pay .....	7	7	9	10	3	3
23	No recompense .....	44	45	21	19	27	25
24	Not specified .....	24	22	40	36	32	25
	on a Sunday:						
25	Working day off .....	44	47	55	60	63	70
26	Extra day's pay .....	7	7	1	1	2	1
27	No recompense .....	35	33	30	28	22	18
28	Not specified .....	14	13	14	11	13	11

(1) Non-office employees other than sales staff.

Table 17. - TRADE - Canada - Non-Office Employees

- Concluded -

No.		Wholesale Trade		Retail Trade			
				Sales Employees		Others (1)	
		A	B	A	B	A	B
		%	%	%	%	%	%
<b>Pension Plans</b>							
29	Have plan .....	68	79	75	83	69	82
30	Employer makes contribution .....	66	77	73	81	68	80
31	No contribution or unspecified .....	2	2	2	2	1	2
32	No plan .....	24	17	15	11	19	12
33	Not specified .....	8	4	10	6	12	6
<b>Group Life Insurance Plans</b>							
34	Have plan .....	84	88	77	81	84	85
35	Employer makes contribution .....	75	79	68	70	76	77
36	No contribution or unspecified .....	9	9	9	11	8	8
37	No plan .....	10	7	17	16	12	12
38	Not specified .....	6	5	6	3	4	3
<b>Cash Compensation for Wage Loss due to Illness</b>							
39	Have plan .....	42	42	28	26	26	17
40	Employer makes contribution .....	36	34	25	23	24	16
41	No contribution or unspecified .....	6	8	3	3	2	1
42	No plan .....	41	44	60	65	62	73
43	Not specified .....	17	14	12	9	12	10
<b>Paid Sick Leave</b>							
44	Have paid sick leave .....	77		92		85	
45	(a) as stated condition of employment ....	34		46		41	
46	(b) at management discretion .....	47		51		47	
47	No sick leave .....	21		6		12	
48	Not specified .....	2		2		3	
<b>Shift Policy *</b>							
49	Work regularly on a shift basis .....	17					
50	Do not work regularly on a shift basis .....	79					
51	Not specified .....	4					
52	Shift differentials paid .....	15					
53	Shift differentials not paid .....	2					
54	Not specified .....	-					
<b>Collective Agreements</b>							
55	Percentage of reporting units having Agreements .....	19		9**			
56	Percentage of employees covered by Agreements .....	21		20**			
<b>Survey Coverage</b>							
57	Reporting units .....	1,635	1,051	2,110	1,318	1,501	902
58	Non-office employees .....	45,353	30,979	89,894	75,826	51,967	40,527

(1) Non-office employees other than sales staff.

\* Shift Policy not covered in Retail Trade.

\*\* Sales employees and others combined.



**Table 18. — TRADE — Canada — Office Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—).

No.		Wholesale Trade		Retail Trade	
		A	B	A	B
		%	%	%	%
	<b>Standard Hours Per Week</b>				
1	Under 37½ hours .....	27	26	8	6
2	37½ hours .....	36	38	18	19
3	Over 37½ hours .....	37	36	74	75
4	On a 5-day week .....	90	91	83	89
	<b>Vacations With Pay</b>				
5	Two weeks .....	99	99	98	99
6	After less than 3 years .....	96	98	95	98
7	3 years .....	1	—	1	—
8	More than 3 years .....	2	1	2	1
9	Three weeks .....	77	84	80	89
10	After less than 15 years .....	39	43	61	68
11	15 years .....	28	30	14	16
12	More than 15 years .....	10	11	5	5
13	Four weeks .....	32	38	61	71
14	After 25 years .....	14	16	24	28
15	Other .....	18	22	37	43
	<b>Paid Statutory Holidays</b>				
16	1 - 7 .....	13	10	13	11
17	8 .....	39	40	23	23
18	9 .....	34	35	43	45
19	More than 9 .....	10	11	17	18
20	None or not specified .....	4	4	4	3
	<b>Practice When Holiday Falls—</b>				
	on a Saturday:				
21	Working day off .....	40	38	44	48
22	Extra day's pay .....	1	—	2	1
23	No recompense .....	46	49	24	23
24	Not specified .....	13	13	30	28
	on a Sunday:				
25	Working day off .....	58	60	67	72
26	Extra day's pay .....	1	—	1	—
27	No recompense .....	31	30	20	18
28	Not specified .....	10	10	12	10

Table 18. - TRADE - Canada - Office Employees

- Concluded -

No.		Wholesale Trade		Retail Trade	
		A	B	A	B
	<b>Pension Plans</b>	%	%	%	%
29	Have plan .....	83	90	78	86
30	Employer makes contribution .....	81	87	75	84
31	No contribution or unspecified .....	2	3	3	2
32	No plan .....	12	8	15	10
33	Not specified .....	5	2	7	4
	<b>Group Life Insurance Plans</b>				
34	Have plan .....	93	95	87	90
35	Employer makes contribution .....	82	84	78	79
36	No contribution or unspecified .....	11	11	9	11
37	No plan .....	4	2	9	8
38	Not specified .....	3	3	4	2
	<b>Cash Compensation for Wage Loss due to Illness</b>				
39	Have plan .....	36	36	21	16
40	Employer makes contribution .....	29	28	20	15
41	No contribution or unspecified .....	7	8	1	1
42	No plan .....	50	52	66	72
43	Not specified .....	14	12	13	12
	<b>Paid Sick Leave</b>				
44	Have paid sick leave .....	97		94	
45	(a) as stated condition of employment .....	47		57	
46	(b) at management discretion .....	56		42	
47	No sick leave .....	2		4	
48	Not specified .....	1		2	
	<b>Collective Agreements</b>				
49	Percentage of reporting units having Agreements .....	3		2	
50	Percentage of employees covered by Agreements .....	3		2	
	<b>Survey Coverage</b>	No.	No.	No.	No.
51	Reporting units .....	1,776	1,178	1,832	1,068
52	Office Employees .....	43,267	32,823	31,354	26,568

**Table 19. — FINANCE and INSURANCE — Canada — Office Employees**

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—).

No.		Banks		Life Insurance		Non-Life Insurance		Investment and Loan	
		A	B	A	B	A	B	A	B*
	<b>Standard Hours Per Week</b>	%	%	%	%	%	%	%	%
1	Under 37½ hours .....	52	52	64	63	78	73	55	
2	37½ hours .....	2	2	35	37	16	25	17	
3	Over 37½ hours .....	46	46	1	—	6	2	27	
4	On a 5-day week .....	100	100	100	100	95	100	82	
	<b>Vacations With Pay</b>								
5	Two weeks .....	98	98	100	100	99	99	97	
6	After less than 3 years .....	98	98	100	100	99	99	96	
7	3 years .....	—	—	—	—	—	—	—	
8	More than 3 years .....	—	—	—	—	—	—	1	
9	Three weeks .....	99	100	98	99	94	100	94	
10	After less than 15 years .....	3	2	25	26	36	50	71	
11	15 years .....	69	70	70	73	35	39	20	
12	More than 15 years .....	27	28	3	—	23	11	3	
13	Four weeks .....	1	—	75	84	43	36	39	
14	After 25 years .....	—	—	58	66	22	26	10	
15	Other .....	1	—	17	18	21	10	29	
	<b>Paid Statutory Holidays</b>								
16	1 - 7 .....	—	—	13	15	20	15	14	
17	8 .....	3	3	24	25	38	47	27	
18	9 .....	43	44	21	15	23	22	32	
19	More than 9 .....	54	53	42	45	13	16	18	
20	None or not specified .....	—	—	—	—	6	—	9	
	<b>Practice When Holiday Falls—</b>								
	on a Saturday:								
21	Working day off .....	1	1	31	27	34	36	31	
22	Extra day's pay .....	—	—	—	—	—	—	1	
23	No recompense .....	72	72	61	64	47	42	41	
24	Not specified .....	27	27	8	9	19	22	27	
	on a Sunday:								
25	Working day off .....	12	13	69	70	54	46	49	
26	Extra day's pay .....	—	—	—	—	—	—	—	
27	No recompense .....	61	60	31	30	38	44	40	
28	Not specified .....	27	27	—	—	8	10	11	

\*Investment and Loan not covered before 1959.

Table 19. – FINANCE and INSURANCE – Canada – Office Employees

– Concluded –

No.		Banks		Life Insurance		Non-Life Insurance		Investment and Loan	
		A	B	A	B	A	B	A	B*
	<b>Pension Plans</b>								
29	Have plan .....	100	100	100	100	93	100	90	
30	Employer makes contribution .....	100	100	100	100	84	93	90	
31	No contribution or unspecified .....	—	—	—	—	9	7	—	
32	No plan .....	—	—	—	—	4	—	5	
33	Not specified .....	—	—	—	—	3	—	5	
	<b>Group Life Insurance Plans</b>								
	Have plan .....	100	100	99	99	80	87	96	
35	Employer makes contribution .....	100	100	83	81	74	73	95	
36	No contribution or unspecified.....	—	—	16	18	6	14	1	
37	No plan .....	—	—	1	1	16	13	1	
38	Not specified .....	—	—	—	—	4	—	3	
	<b>Cash Compensation for Wage Loss due to Illness</b>								
39	Have plan .....	3	3	28	31	11	1	10	
40	Employer makes contribution .....	3	3	20	21	5	—	9	
41	No contribution or unspecified .....	—	—	8	10	6	1	1	
42	No plan .....	72	73	59	61	68	89	66	
43	Not specified .....	25	24	13	8	21	10	24	
	<b>Paid Sick Leave</b>								
44	Have paid sick leave .....	100		86		100		99	
45	(a) as stated condition of employment...	32		34		28		35	
46	(b) at management discretion .....	68		55		76		76	
47	No sick leave .....	—		9		—		—	
48	Not specified .....	—		5		—		1	
	<b>Collective Agreements</b>								
49	Percentage of reporting units having Agreements .....	—		3		—		—	
50	Percentage of employees covered by Agreements .....	—		1		—		—	
		No.	No.	No.	No.	No.	No.	No.	No.
	<b>Survey Coverage</b>								
51	Reporting Units .....	22	11	79	27	162	14	548	
52	Office Employees .....	60,249	59,103	14,714	12,812	8,952	2,196	18,634	

\* Investment and Loan not covered before 1959.



CONFIDENTIAL

## SURVEY OF WORKING CONDITIONS, APRIL 1, 1959

Conducted by

Economics and Research Branch, Canadian Department of Labour

1. *Specific Activities of this Establishment* in order of greatest importance by value of product or service.

(1) .....

(2) .....

2. *Number of Employees on Payroll* -

Please state number as of April 1, or last preceding pay day, unless abnormal circumstances prevailed, such as strikes, temporary shutdowns, etc., in which case report as for last preceding normal date. Report only those employees working in this establishment.

Non-office Employees  <sup>5</sup>Office Employees  <sup>5</sup>3. *Standard Work Week* -

Please state the length of the standard work week for the majority of your employees:

By standard work week is meant the number of hours and days per week after which your employees would be considered as working overtime. If your establishment is at present working overtime or short time do not report this as the standard work week. Please give the standard work week for the majority of your employees, not for any particular section or department of your establishment. Please indicate the "Number of days" as 5, 5½, 6, etc.

Non-office Employees: Number of days per week  <sup>2</sup>Number of hours per week  <sup>3</sup>Office Employees: Number of days per week  <sup>2</sup>Number of hours per week  <sup>3</sup>4. *Paid Statutory Holidays* -

(1) Please indicate the number of paid statutory holidays per year.

Those days when your employees do not normally work because of federal, provincial or municipal holidays, or regularly observed religious holidays.

Non-office Employees: Number of paid holidays  <sup>2</sup>Office Employees: Number of paid holidays  <sup>2</sup>

(2) Please check appropriate boxes to indicate the practice followed when a paid statutory holiday falls on a Saturday or Sunday:

	Saturday		Sunday	
	Non-office	Office	Non-office	Office
(1) A working day off instead of the holiday .....	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
(2) An extra day's pay instead of a paid working day off .....	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
(3) No recompense .....	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

## SURVEY OF WORKING CONDITIONS, APRIL 1, 1959

## 5. Annual Vacations with Pay -

Please state the number of years of service required for employees to qualify for paid vacations of the lengths shown below:

## Non-office Employees:

Paid Vacations of	Years of Service Required	
1 week		2
2 weeks		2
3 weeks		2
4 weeks		2

## Office Employees:

Paid Vacations of	Years of Service Required	
1 week		2
2 weeks		2
3 weeks		2
4 weeks		2

## 6. Pension and Insurance Plans -

Please indicate which, if any, of the following plans are in effect in your establishment.

	Non-office Employees				Office Employees			
	Plan in effect		Employer contributes to premium		Plan in effect		Employer contributes to premium	
	Yes	No	Yes	No	Yes	No	Yes	No
(1) Pension Plan .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(2) Group Life Insurance .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(3) Insurance providing cash compensation for wage loss due to illness.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## 7. Paid Sick Leave \* -

Do you continue wage or salary payments to employees who are absent due to illness:

(a) as a stated condition of employment?

Non-office Employees: Yes ☐ No ☐  
Office Employees: Yes ☐ No ☐

(b) at management discretion?

Non-office Employees: Yes ☐ No ☐  
Office Employees: Yes ☐ No ☐

\* Insurance plans described in (3) of Question 6 should not be reported under sick leave.

## SURVEY OF WORKING CONDITIONS, APRIL 1, 1959

## 8. Shift Policy -

Do any of your employees, excluding maintenance and custodial staff, regularly work on a shift basis? .....

Yes ☐ No ☐

(a) If yes:

How many employees worked, as of April 1 (See note to Question 2)

the evening shift? .....  <sup>4</sup>the night shift? .....  <sup>4</sup>

(b) Are shift differentials or premiums paid? .....

Yes ☐ No ☐

(c) Which type of differential or premium is the most common in your establishment?

(1) Cents per hour ..... (2) Percentage of regular rate ..... (3) Time differential (e.g., 8 hours pay for 7½ hours work) ..... (4) Other ..... 

(d) If your differential or premium policy falls under (c) (1) or (c) (2), please indicate below, the size of such differentials:

Evening shift .....

Cents per Hour

 <sup>2</sup>Percentage of  
Regular Rate <sup>2</sup>

Night shift .....

 <sup>2</sup> <sup>2</sup>

## 9. Collective Agreements -

(1) Have you a written collective agreement or agreements with a union(s) or other organization(s) representing your employees? .....

Yes ☐ No ☐

(2) If "Yes", please complete the following for each agreement, indicating the number in your establishment (including non-union employees) to whom the agreement applies at the present time.

*Even though you may have previously advised this Department of your agreements, the information below will enable us to ascertain whether or not our records are up-to-date.*

Names of Unions or Employees' Organizations Party to the Agreements			Employees Covered	
Local No.	Name of Union	Affiliation	Non-office (Number)	Office (Number)

Please return at the earliest possible date to the Economics and Research Branch, Department of Labour, Ottawa.

The blue copy is to be retained for your own records.









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